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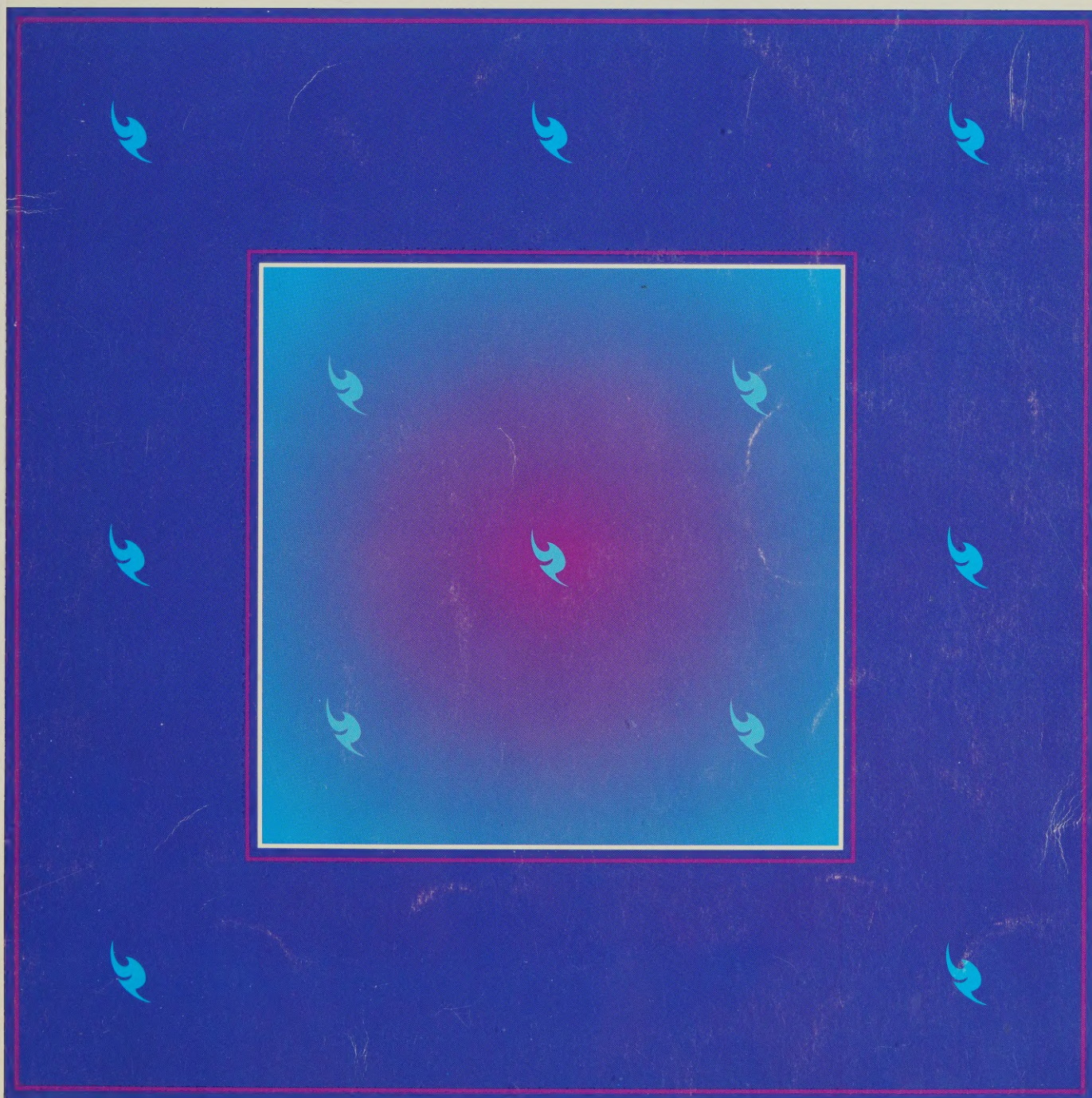
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Women in the Labour Force

1994 Edition

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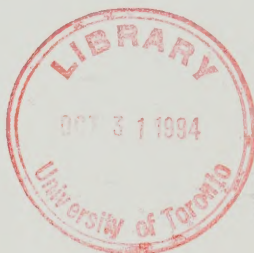
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Statistics Canada
Housing, Family and Social Statistics Division

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HIGHLIGHTS

- One of the most dramatic trends in Canadian society has been the growth in the labour force participation of women. In 1993, 58% of all women aged 15 and over were labour force participants. In contrast, men's labour force participation declined over the same period, falling from 78% in 1975 to 73% in 1993.
- Most of the growth in the labour force participation of women has been accounted for by growth in employment. By 1993, 51% of all women aged 15 and over were working outside the home, up from 41% in 1975. Indeed, between 1975 and 1993, almost three-quarters of all growth in employment in Canada was due to the increase in the number of women working outside the home.
- There have also been significant shifts in the employment patterns of women in different age groups. Women between the ages of 25 and 54 are now the most likely to be employed. This is in contrast to the mid-1970s, when women aged 15-24 were more likely than older women to be working outside the home.
- Women are much more likely than men to work part-time. In 1993, 26% of all women employed outside the home worked part-time. This compared with just 10% of employed men. Women accounted for 69% of all part-time employment in Canada in 1993, a figure that has changed little over the past two decades.
- Many women work part-time because they can not find full-time work. In 1993, over 500,000 women, 34% of female part-time workers, wanted but could not find, full-time employment. The latter figure was up from 20% in 1989.
- The majority of women employed outside the home continue to work in occupations in which women have traditionally been concentrated. In 1993, 71% of all working women were employed in teaching, nursing and health-related occupations, clerical work, or sales and service occupations. This was down from 1982, however, when 78% of working women were in these occupations.
- Women have made gains in several professional occupations in which few women have worked in the past. In 1993, for example, women accounted for 26% of all doctors, dentists, and other health-diagnosing and -treating professionals, up from 18% in 1982. There has also been a sharp increase in the proportion of women employed in management and administrative positions. On the other hand, women remain very much underrepresented among professionals employed in the natural sciences, engineering and mathematics. There has also been little change in women's employment in most blue-collar occupations.
- Female labour force participants are currently less likely to be unemployed than their male counterparts. In 1993, the unemployment rate for women was more than a full percentage point below that of men: 10.6% versus 11.7%. This is a change from the latter half of the 1980s, when the unemployment rate of women was consistently a half to a full percentage point higher than that of men.
- Young women are currently considerably more likely than other women to be unemployed. In 1993, 15.0% of female labour force participants aged 15-24 were unemployed, compared with 10.1% of those aged 25-44 and 8.8% of those aged 45-64. Younger women, however, were not as affected by the recession as their male counterparts, 20.2% of whom were unemployed in 1993.
- Women active in the paid work force still earn substantially less than men. In 1992, women employed full-time, full-year earned just 72% the figure for their male counterparts. This, however, was up from 68% in 1990 and around 64% in the early 1980s.
- Women in professional and related occupations have considerably higher incomes than those in other occupational groups. Women's earnings, however, are significantly below those of men in all occupational categories.
- There have been significant increases in the proportion of women participating in the Canada/Quebec Pension Plan, employer-sponsored pension plans and Registered Retirement Savings Plans. However, women are still less likely than men to be contributors to these various retirement funds.

HIGHLIGHTS – concluded

- There has been sharp growth in the percentage of women with postsecondary qualifications in the last decade. At the same time, the proportion of women with low levels of educational attainment has declined.
- Women currently make up the majority of students in Canadian universities. In the 1991-92 academic year, 54% of all university students were female, up from 49% in 1981-82 and 40% in 1972-73.
- Women's share of enrolment, however, declines the higher the level. In 1991-92, women made up 55% of all students in bachelor's and first professional degree programs, compared with 48% of those in master's programs and just 36% of those working towards their doctorates.
- Women make up the majority of undergraduate students in most university faculties, except for mathematics, science and engineering. However, their share of enrolment declines the higher the academic level in all faculties.
- Women with postsecondary qualifications are more likely than other women to be active in the labour force and to be employed. They are also less likely than other women to work part-time or to be unemployed. As well, differences in educational attainment have a greater relationship to the labour force activity of women than that of men.
- The earnings of highly educated women are also significantly greater than those of other women. However, women's earnings are still considerably below those of men in all educational groups. In 1992, for example, the earnings of women with a university degree were less than three-quarters those of male university graduates.
- There has been very rapid growth in the labour force activity of married women, especially those with children. In 1993, 70% of women with children less than age 16 were in the labour force, up from 55% in 1981. However, women with pre-school-aged children are still less likely than other mothers to be in the labour force or to be employed. Women with children also are more likely than other women to work part-time.
- The growth in the labour participation of married women is also reflected in their increasingly important contribution to family income. By 1992, dual-earner families made up 61% of all two-spouse families, compared with just 33% in 1967. As a result, the earnings of wives represented 31% of family income from all sources in 1992, up from 26% in 1967.
- Even when employed, women continue to be responsible for most unpaid domestic work. In 1992, women who were active in the workplace devoted about two hours more per day than comparable men to household activities, including domestic work, primary child care and shopping.
- There has been a substantial increase in the number of day care spaces in Canada. However, the number of such spaces currently available meets only a portion of the child care requirements of Canadian families. In fact, most children are cared for in informal arrangements by people such as relatives, sitters or nannies.
- An increasing number of women are members of a union. By 1991, 31% of employed women were union members. Nonetheless, employed women are still less likely to belong to a union than their male counterparts, 39% of whom were union members that year.
- The majority of women currently active in the paid work force believe they are exposed to some form of health hazard at work. In 1991, 61% of employed women indicated they were exposed to a health hazard on the job and 28% reported adverse health effects due to this exposure. Women, however, are less likely than men to report exposure to job-related health hazards and they are also less likely to report subsequent negative health impacts.

INTRODUCTION

The increased involvement of women in the paid work force has been one of the most profound economic and social changes in Canada over the last several decades. In fact, women have accounted for most of the growth in both labour force participation and employment since the mid-1970s. As a result, women currently represent almost half of the Canadian work force.

While the proportion of women in the labour force has increased dramatically, several aspects of women's work experience have been slower to change. For example, while many women are entering occupations in which few women have worked in the past, most employed women are still concentrated in female-dominated occupations; women's earnings remain well below those of their male counterparts; and even when employed, women are still primarily responsible for housework and family care.

This report describes these and other trends related to women's participation in the labour force. The information presented here has been integrated from a variety of Statistics Canada sources to provide an overview of the labour force participation, employment, unemployment, earnings and employment benefits of women. The report also includes sections examining the changes in the educational attainment of women and the impact of these changes on their labour force activity; the relationship between women's work experience and their family responsibilities; and the exposure of women to perceived work-related health hazards. Finally, the report also includes lists of historical and legislative milestones central to the evolution of women's participation in the labour force over the last four decades.

The unpaid domestic work of women who are neither employed in the paid work force nor looking for work and whose main work activity is looking after their household is also discussed in this report. However, because this type of work is not generally covered by national labour market surveys, this section is brief.

Most of the information in this report has been taken from Statistics Canada publications, although a number of series include previously unpublished data from sources such as the Labour Force Survey, the Absence from Work Survey, the Survey of Consumer Finances, the General Social Survey and the National Child Care Study. Those seeking precise information on data comparability and data quality should consult the source publications directly or contact the Target Groups Project.

The information in this report generally is presented at the national level, although several provincial breakdowns are also included. In addition, historical data have been used to illustrate significant trends where applicable. As well, most series describing employed women are accompanied by "benchmark" comparisons with their male counterparts.

This report was prepared by Colin Lindsay, Target Groups Project Manager, with the assistance of Josée Normand and Marcia Almey. The authors gratefully acknowledge the assistance of Cheryl Sarazin, Lisa Verdon, Lynne Durocher, Jill Reid, Renée Saumure, Alex Solis, and Ian Kisbee in the preparation and distribution of this report. The Target Groups Project also gratefully acknowledges the assistance of Debra Sunter, whose insightful comments were invaluable in preparing this report.

Questions or comments pertaining to this report should be addressed to Colin Lindsay, Target Groups Project, Housing, Family and Social Statistics Division, Statistics Canada, 7th Floor, Jean Talon Building, Ottawa, Ontario, K1A 0T6 or by calling (613) 951-2603.

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LABOUR FORCE PARTICIPATION

One of the most dramatic trends in Canadian society has been the growth in the labour force participation of women. Despite this trend and the fact that male labour force participation has declined over much of the same period, women are still considerably less likely than men to be in the labour force.

Labour force participants include people who are employed, as well as those who are unemployed, that is, they are out of work but looking for work. However, women who are neither employed outside the home nor looking for employment and whose main activity is keeping house are not included, as they are not currently covered by national labour market surveys. It should also be noted that because most female labour force participants are employed, many of the trends in this section are similar to those reported in the section dealing with employment.

Rise in labour force participation

In 1993, 6.3 million women, 58% of all women aged 15 and over, were active in the labour force. The latter figure was up from 44% in 1975. In contrast, the labour force participation rate among men declined over the same period, falling from 78% in 1975 to 73% in 1993. As a result of these trends, women made up 45% of all people active in the labour force in 1993, compared with 37% in 1975. (Table 1.1)

The percentage of women in the labour force, though, has fallen somewhat in recent years as a result of the overall downturn in the economy. In 1993, 57.5% of women were in the labour force, down close to a full percentage point from 58.4% in 1990. However, the labour force participation rate of men declined even more in the same period, falling almost 3 percentage points from 75.9% in 1990 to 73.3% in 1993. Despite these shifts, the participation rate of women remains well below that of men.

Provincial variation

There is considerable variation in the labour force participation rates of women across the country, with women in Ontario and the Western provinces generally more likely than those in the other provinces to be active in the labour force. In 1993, 64% of women in Alberta were labour force participants, along with 60% of those in Ontario, 59% in both Manitoba and Saskatchewan, and 58% in British Columbia. A similar percentage of women

in Prince Edward Island (60%) were also in the labour force in 1993. In contrast, the labour force participation rates of women in the remaining provinces ranged from only 54% in Quebec to just 46% in Newfoundland. (Table 1.2)

Provincial differences in the labour force participation rates of women are similar to those of men, although women are much less likely than men to be labour force participants in all provinces. In 1993, the difference between the labour force participation rates of women and men ranged from 12 percentage points in Prince Edward Island to 17 percentage points in Quebec. These gaps, however, are significantly smaller than those recorded in the mid-1970s, when the labour force participation rates of women were 30 to 40 percentage points below those of men in all provinces.

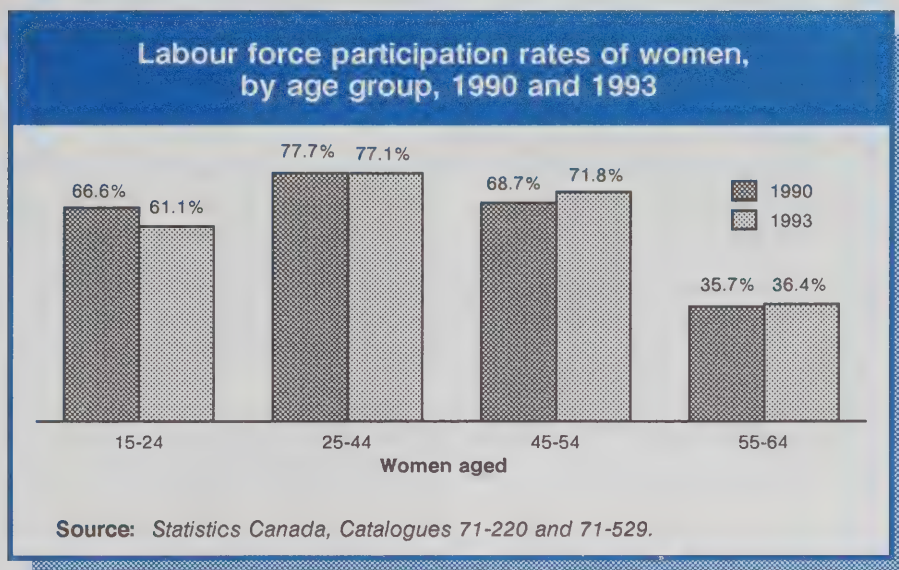
Age differences

The drop in the labour force participation rate of women in the early 1990s was accounted for almost exclusively by a decline in participation among young women. In fact, between 1990 and 1993, the labour force participation rate of women aged 15-24 fell by more than 5 percentage points. The figure for women aged 25-44 also declined slightly in this period. In contrast, the labour force participation rate of women aged 45-54 rose about 3 percentage points between 1990 and 1993, while that of women aged 55-64 also increased slightly. (Chart 1.1)

These recent trends in women's labour force participation contrast with changes that occurred in the previous decade and a half, when labour force participation increased among women in all age groups under the age of 65. Indeed, between 1975 and 1990, the proportion of women aged 25-44 active in the labour force rose 25 percentage points, while there were increases of 23 percentage points among 45-54-year-old women, 10 among 15-24-year-olds and 5 percentage points among women aged 55-64. (Table 1.3)

As a result of these shifts, women between the ages of 25 and 54 are currently more likely than other women to be in the labour force. In 1993, 77% of women aged 25-44 and 72% of those aged 45-54 were involved in the labour force. These figures compared with 61% of women aged 15-24 and just 36% of those aged 55-64. The fact that women in the 25-54 age range are now the most likely to be active in the labour force represents a notable

Chart 1.1



change from the mid-1970s, when women aged 15-24 had the highest female labour force participation rate.

However, women in all age ranges are still less likely than their male counterparts to participate in the labour force. For example, 77% of women aged 25-44 were in the labour force in 1993, compared with 92% of men in this age range. Among 45-54-year-olds, 72% of women, versus 90% of men, were labour force participants. Both these differences were less than half what they had been in 1975, as rates for women in these age groups have risen, while those for men have declined.

The labour force participation rate of women aged 55-64, 36% in 1993, was also well below that of men in the pre-retirement years, 61% of whom were labour force participants that year. It is also interesting to note that while the participation rate of women in this age range increased from 31% to 36% between 1975 and 1993, the rate among men of this age dropped significantly, from 79% to 61%, in the same period.

There is a much smaller difference in the labour force participation rates of 15-24-year-old women and men. In 1993, 61% of women in this age group, compared with 66% of men, were labour force participants. As in other age groups, however, the gap between the participation rates of women and men aged 15-24 has closed since the mid-1970s, when 57% of women in this age range, versus 69% of men, were in the labour force.

Women not in the labour force

Although women have been entering the labour force in great numbers over the past several decades, many more women than men are still not participating in the labour force, that is, they are neither employed in the paid work force nor looking for work. In 1993, 3 million women, 32% of all those aged 15-64, were not in the labour force. In contrast, just 1.6 million men, 18% of all males aged 15-64, were not active in the labour force. (Table 1.4)

Women aged 25-44 are less likely than other women to be out of the labour force. In 1993, 23% of women aged 25-44 were not active in the labour force, compared with 43% of those aged 45-64 and 39% of 15-24-year-olds.

Despite the fact that women aged 25-44 were less likely than other women to be out of the labour force, women in this age range were almost three times more likely than their male contemporaries, 23% versus 8%, to be non-labour force participants in 1993. Women aged 45-64 were also considerably more likely than their male counterparts to be out of the labour force that year: 43% compared to 22%. There was a much smaller gap between the labour force participation rates of women and men aged 15-24, although at 39%, the proportion of these women not in the labour force was still greater than that for men in this age range (34%).

Reasons for not participating

Roughly half of women currently not active in the labour force have either not worked outside the home within the last five years or have never been a member of the paid work force. In 1993, 32% of female non-participants aged 15-64 had not worked for wages within the preceding five-year period and 19% had never worked outside the home. (Table 1.4)

Of the remaining women who were not active in the labour force in 1993, 16% had either lost their last job or been laid off, 9% had left their last job because of personal responsibilities, 8% had left work to go back to school, 6% had left their last job because of illness, 4% had retired, while 7% cited other reasons.

The reasons why women not in the labour force left their last job differ from those reported by male non-participants. Women not in the labour force in 1993, for example, were twice as likely as men to have not worked for wages within the preceding five-year period. They were also more likely to have left their

last job because of personal responsibilities. On the other hand, these women were less likely than men to have lost, or been laid off from their last job, to have left work to return to school, to have retired or to have left their last job because of illness.

The reasons why women are not active in the labour force also vary by age. Women aged 45-64 who are not in the labour force, for example, were far more likely than younger women to have not worked outside the home within the last five years. Not surprisingly, they were also more likely than their younger counterparts to have retired.

In contrast, women who had left work to return to school accounted for a relatively large proportion of 15-24-year-old women not active in the labour force, whereas this category accounted for very small percentages of female non-participants aged 25 and over. At the same time, female non-participants aged 25-44 were more likely than women in other age groups to have lost, or been laid off from their last job. They were also the most likely to have left their last job because of personal responsibilities.

Table 1.1

Labour force participation, 1975-1993

	Labour force participants		Labour force participation rates		Women as % of total labour force
	Women	Men	Women	Men	
	000s		%		
1975	3,680	6,294	44.4	78.4	36.9
1976	3,836	6,368	45.2	77.6	37.6
1977	3,996	6,505	46.0	77.7	38.1
1978	4,239	6,657	47.9	78.1	38.9
1979	4,420	6,811	49.0	78.5	39.4
1980	4,638	6,935	50.4	78.4	40.1
1981	4,849	7,051	51.7	78.4	40.8
1982	4,916	7,009	51.7	77.0	41.2
1983	5,057	7,052	52.6	76.7	41.8
1984	5,216	7,100	53.6	76.6	42.4
1985	5,365	7,167	54.6	76.6	42.8
1986	5,502	7,244	55.3	76.6	43.2
1987	5,679	7,332	56.4	76.6	43.6
1988	5,853	7,422	57.4	76.6	44.1
1989	5,978	7,525	57.9	76.7	44.3
1990	6,119	7,561	58.4	75.9	44.7
1991	6,188	7,569	58.2	74.8	45.0
1992	6,215	7,582	57.6	73.8	45.0
1993	6,297	7,649	57.5	73.3	45.2

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 1.2

Labour force participation rates, by province, 1975-1993

	1975		1985		1990		1993	
	Women	Men	Women	Men	Women	Men	Women	Men
%								
Newfoundland	31.2	67.1	42.1	64.3	48.2	63.9	46.0	59.9
Prince Edward Island	41.4	72.2	51.7	71.8	59.0	73.4	59.5	71.3
Nova Scotia	39.1	72.5	48.0	70.5	53.8	71.1	52.5	67.7
New Brunswick	38.0	70.0	46.5	67.5	51.8	68.3	52.0	66.3
Quebec	40.1	77.8	50.2	74.8	54.6	74.7	53.7	71.1
Ontario	48.6	80.3	58.1	78.7	61.4	77.8	59.5	74.7
Manitoba	43.4	79.0	55.8	76.4	59.4	76.2	59.0	74.5
Saskatchewan	40.3	78.0	54.9	77.9	57.8	76.0	58.7	74.8
Alberta	49.6	82.4	61.4	82.4	63.8	80.6	64.2	78.9
British Columbia	45.2	77.2	54.0	75.4	58.1	74.3	57.9	73.7
Canada	44.4	78.4	54.6	76.6	58.4	75.9	57.5	73.3

Source: Statistics Canada, Catalogues 71-220 and 71-529.

Table 1.3

Labour force participation rates, by age group, 1975-1993

	1975		1985		1990		1993	
	Women	Men	Women	Men	Women	Men	Women	Men
%								
Aged:								
15-24	56.8	68.8	64.9	69.9	66.6	71.1	61.1	65.5
25-44	52.3	95.6	70.8	94.6	77.7	94.0	77.1	92.3
45-54	46.1	92.7	61.2	91.1	68.7	91.0	71.8	89.7
55-64	30.8	79.3	33.8	70.1	35.7	64.9	36.4	60.9
65 and over	4.9	18.5	4.3	12.4	3.8	11.4	3.7	10.2
Total	44.4	78.4	54.6	76.6	58.4	75.9	57.5	73.3

Source: Statistics Canada, Catalogues 71-220 and 71-529.

Table 1.4

Reasons non-labour force participants left last job, by age group, 1993

	Women aged				Men aged			
	15-24	25-44	45-64	Total 15-64	15-24	25-44	45-64	Total 15-64
%								
Lost job/laid off	15.3	21.3	11.3	15.8	18.8	42.3	15.8	22.6
Personal responsibilities	6.8	17.5	2.2	8.6	0.9	1.7	0.7	1.0
Going to school	27.6	3.8	0.2	8.0	34.8	10.8	0.2	16.4
Retired	...	...	9.2	3.9	...	...	28.6	11.0
Own illness	1.7	6.2	7.2	5.5	1.4	14.9	15.3	9.6
Had not worked in last								
5 years	1.1	31.3	51.6	32.4	...	13.4	34.0	16.0
Never worked	39.9	10.7	13.9	19.0	38.6	8.2	2.3	18.3
Other reasons	7.7	8.9	4.6	6.9	5.2	8.2	3.2	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total not in labour force (000s)	711	1,044	1,228	2,983	655	343	618	1,617
% of population not in labour force	38.9	22.9	43.4	32.4	34.4	7.7	22.4	17.7

Source: Statistics Canada, Catalogue 71-220 and the Labour Force Survey.

EMPLOYMENT

Women have accounted for most of the growth in employment in Canada in the past several decades. Despite this, they are still less likely than men to be in the paid work force. As well, women are much more likely than men to work part-time and they remain overrepresented in occupations in which women have traditionally been concentrated.

Employed people include those working for pay or profit, as well as a small number of unpaid family workers who contribute directly to the operation of a farm, business or professional practice. Again, however, women who are neither employed nor looking for work and whose main activity is keeping house are not included, as they are not currently covered by national labour market surveys.

More women employed

Between 1975 and 1993, the total number of women employed in the paid work force rose 2.2 million, from 3.4 to 5.6 million. As a result, by 1993, just over half (51%) of all women aged 15 and over were working outside the home, up substantially from 41% in 1975. (Table 2.1)

The number of men with jobs also increased in this period, rising by just under a million from 5.9 to 6.8 million. However, the proportion of men with jobs actually declined sharply between 1975 and 1993, falling from 74% to 65%.

Overall, the increase in the number of women working outside the home represented almost three-quarters (73%) of all growth in employment in the 1975-1993 period. As a result, women made up 45% of all those with jobs in 1993, compared with 36% in 1975. In spite of these trends, however, the proportion of women employed outside the home in 1993, 51%, was still well below the figure for men (65%).

As with labour force participation rates, the proportion of women with jobs has fallen during the recessionary period in the early 1990s. In 1993, 51% of women were employed, down from a high of 54% in 1990. This decline, though, was less severe than that experienced by men, among whom the percentage with jobs fell from a peak of 71% in 1989 to 65% in 1993.

This pattern is similar to that which characterized the economic downturn in the early 1980s, when the percentage of women with jobs dropped slightly,

while that of men fell sharply. In contrast, the proportion of women with jobs resumed its dramatic growth during the expansionary years between the two recessions, while the percentage of men working climbed much more slowly in the same period.

Provincial distribution

As with men, women living in Ontario and the Western provinces are much more likely to be employed than those in Quebec and the Atlantic provinces. In 1993, 58% of women in Alberta, 54% in Saskatchewan, Manitoba and Ontario, and 52% in British Columbia were employed. In contrast, the level of female employment was under 50% in Quebec and the Atlantic provinces. In fact, just 37% of women in Newfoundland were employed in 1993, while the figures were 49% in Prince Edward Island, 47% in Quebec and 46% in both Nova Scotia and New Brunswick. (Table 2.2)

Women are considerably less likely than men to be employed in all provinces, with the gap in 1993 ranging from 14 percentage points in Quebec, British Columbia and Saskatchewan to 9 percentage points in Prince Edward Island. However, the differences between the percentages of women and men with jobs have closed dramatically in all provinces since the mid-1970s, when women were from 30 to 40 percentage points less likely than men to be employed in all provinces.

Age and employment

As with labour force participation, most of the recent drop in the percentage of women with jobs was accounted for by declines in employment among young women. Between 1989 and 1993, the proportion of women aged 15-24 with jobs fell 9 percentage points, from 61% to 52%. In contrast, the percentage of women aged 45-54 with jobs continued to rise through the early 1990s, while there were small declines of around 1 to 2 percentage points in the proportions of women aged 25-44 and 55-64 with jobs. (Table 2.3)

There was also considerable variation in employment trends of women in different age groups in the decade and a half prior to the most recent recession, although the proportion of women with jobs rose in all these groups during this period. Between 1975 and 1990, the proportion of women aged 25-44 employed outside the home rose 23 percentage points, while there was an increase of 21 percentage

points among women aged 45-54. In contrast, the figures rose just 9 percentage points among 15-24-year-olds and only 4 percentage points among those aged 55-64.

As a result of these changes, women between the ages of 25 and 54 are currently more likely than other women to be employed. In 1993, 69% of women aged 25-44 and 66% of those aged 45-54 worked for pay or profit, whereas the figures were 52% for women aged 15-24 and 33% for those aged 55-64.

The fact that women in the 25-54 age range are now more likely than other women to be employed represents a major change from the mid-1970s, when women aged 15-24 were more likely than older women to be working outside the home.

Despite increases in their employment levels in the last several decades, women in the 25-54 age range are still considerably less likely than their male counterparts to be part of the paid work force. In 1993, 69% of 25-44-year-old women and 66% of those aged 45-54 were employed, compared with 82% of men in both age groups. However, these gaps have closed significantly since the mid-1970s, when the proportions of women aged 25-44 and 45-54 with jobs were only about half those of men in these age groups.

Women aged 55-64 are also considerably less likely than their male counterparts to be employed: 33% versus 55% in 1993. The proportion of these women with jobs, though, has grown in the last two decades, rising from 29% in 1975 to 33% in 1993, whereas the figure among men in this age range has fallen sharply, from 76% to just 55%, in the same period.

On the other hand, there is currently no difference in the percentages of women and men aged 15-24 with jobs. In 1993, 52% of both were working for pay or profit. This also represents a change from the mid-1970s, when these young women were less likely than their male counterparts to be employed.

More women working part-time

A relatively large proportion of employed women work part-time. In 1993, 1.5 million women, 26% of all those employed for pay or profit, worked part-time, that is, they worked less than 30 hours a week at all jobs. In comparison, just 10% of employed men worked part-time. (Table 2.4)

Part-time work among women has generally risen during periods of slow economic growth and fallen in

expansionary periods. For example, between 1990 and 1993, the percentage of women working part-time rose from 24% to 26%, whereas it had fallen by a similar amount in the years between 1983 and 1989.

The proportion of employed men working part-time has also increased significantly in recent years, rising from around 8% in the late 1980s to 10% in 1993. Women, though, are still much more likely than men to work part-time. Indeed, women accounted for 69% of all part-time employment in 1993, a figure that has changed little over the past two decades.

Young women are more likely than other women to work part-time. In fact, in 1993, almost half (48%) of employed women aged 15-24 worked part-time, compared with 25% of those aged 45 and over and 21% of those aged 25-44. Women in these older age ranges, however, were far more likely than their male counterparts to work part-time, whereas there was a much smaller difference in the proportions of young women and men employed part-time. (Table 2.5)

More involuntary part-time work

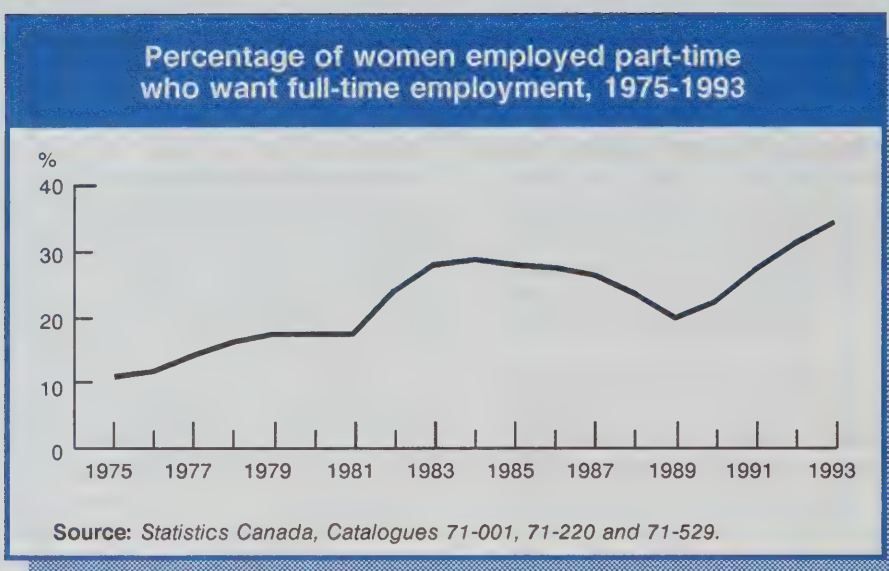
Many women employed part-time do so because they can not find full-time work. In 1993, over 500,000 women, 34% of all female part-time workers, indicated that they wanted full-time employment, but could only find part-time work. (Table 2.6)

The recent recession had a particularly dramatic effect on the proportion of women working part-time involuntarily. In 1993, 34% of female part-time workers wanted, but could not find, full-time work, up from 20% in 1989. (Chart 2.1)

At the same time, though, many women work part-time either because they do not want full-time employment or because part-time work is more appropriate for their personal situation. In 1993, 32% of women employed part-time reported they did not want to work full-time, while 21% indicated they were going to school and 11% said they worked part-time because of personal or family responsibilities.

Not surprisingly, the reasons women work part-time vary according to age. Women aged 25-44, for example, are more likely than other women to work part-time because they cannot find full-time work. In 1993, 40% of female part-time workers in this age bracket, compared with 32% of those aged 45 and over and 28% of those aged 15-24, wanted, but could not find, full-time employment.

Chart 2.1



Women aged 25-44 were also the most likely to work part-time because of personal or family responsibilities. In contrast, the majority (62%) of women aged 15-24 working part-time in 1993 did so because they were going to school, while most female part-timers aged 45 and over did not want full-time employment (58%).

Most in service industries

The vast majority of women employed outside the home work in the service sector¹ of the economy. In 1993, 86% of all employed women held jobs in this industrial sector, compared with 63% of employed men. In fact, women currently make up the majority, 53% in 1993, of all service-sector workers. (Table 2.7)

In contrast, only 14% of working women, versus 37% of men, worked in goods-producing industries² in 1993. As such, women represented only 24% of total employment in these industries that year, although this was up from around 20% in the mid-1970s. Indeed, while women are still under-represented in the goods-producing sector, they actually accounted for all the growth in these industries over the last two decades. Between 1975 and 1993, the number of women working in the goods-producing sector increased 26%, while the number of men declined 2%.

Industrial sector and part-time work

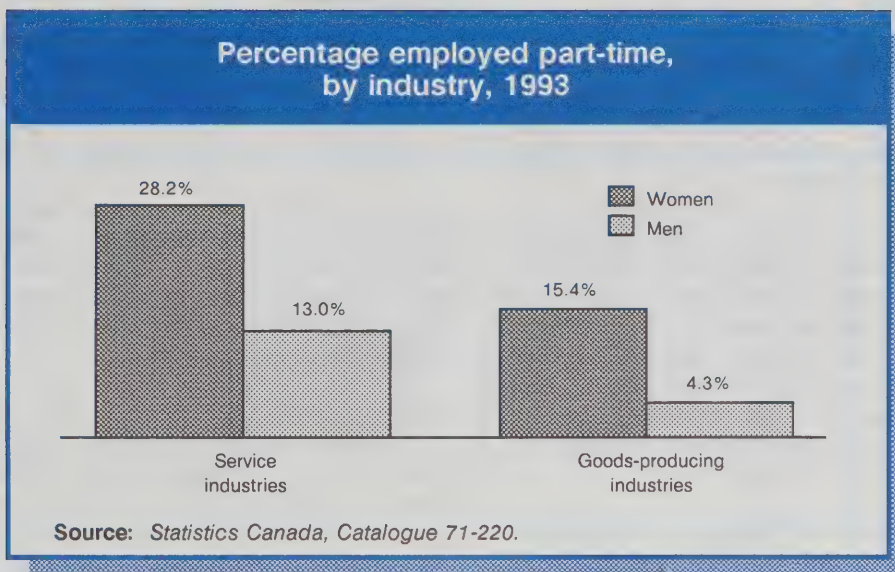
Women employed in the service sector are almost twice as likely as those involved in the goods-producing industries to work part-time. In 1993, 28% of female service-sector workers, versus 15% of those in the goods-producing industries, worked part-time hours. (Chart 2.2)

Women in both industrial sectors, however, are considerably more likely than their male co-workers to work part-time. In 1993, female service-sector workers were over twice as likely as their male counterparts to work part-time: 28% versus 13%; while women employed in the goods-producing industries were almost four times more likely than men to be part-timers: 15% versus 4%.

Most still in traditional occupations

The majority of women employed outside the home continue to work in occupations in which women have traditionally been concentrated. In 1993, 71% of all working women were employed in teaching, nursing and health-related occupations, clerical work, or sales and service occupations. This compared with just 31% of employed men. The percentage of women currently employed in these areas, however, was down from 1982, when 78% of working women were in these occupations. (Table 2.8)

Chart 2.2



Women make up very large components of the total work force in each of these occupational groups. In 1993, 86% of nurses and health-related therapists, 80% of clerks, 66% of teachers, 57% of service personnel and 45% of salespersons were women.

Gains in other professions

Women have made gains in several professional occupations in which few women have been employed in the past. In 1993, women accounted for 26% of all doctors, dentists and other health-diagnosing and -treating professionals, up from 18% in 1982. The current figure, though, is still well below women's share of total employment (45%). It also pales in comparison with the fact that women make up 86% of nurses, therapists, and other medical assistants and technologists.

There has also been a sharp increase in the proportion of women employed in management and administrative positions. In 1993, 42% of those working in these categories were women, up from 29% in 1982. It should be noted that some of this increase may actually be attributable to changes in occupational definitions. Even without this artificial boost, however, there was considerable growth in women's employment in these areas.

Women also make up an increasing share of those employed in occupations in the social sciences and religion. In fact, women currently constitute the majority, 56% in 1993, of people in these professions, whereas they made up only 43% in 1982.

On the other hand, women remain very much underrepresented among professionals employed in the natural sciences, engineering and mathematics. In 1993, just 18% of people employed in these fields were women, up only slightly from 15% in 1982.

Few in blue-collar jobs

Women also remain underrepresented in several goods-producing occupations in which traditionally few women have worked. In 1993, only around 20% of those employed in primary occupations, material-handling jobs and in manufacturing were women. They also represented just 9% of all workers in transportation and equipment-operating occupations and only 2% of those in construction trades. As well, there has been little change in women's share of employment in these occupations in the past decade.

Part-time work by occupation

Women employed part-time account for a significant proportion of the female work force in most occupational groups. In 1993, around 40% of women in both service and sales occupations worked part-time, as did 36% of those employed in transportation, 32% in primary occupations, 29% in construction and 26% in clerical positions. In contrast, only 9% of women involved in manufacturing, 19% of those in managerial or professional positions, and 20% in material-handling jobs worked part-time. Women are also much more likely than men to work part-time in all occupational categories. (Table 2.9)

Few self-employed

Women are very much underrepresented among people who are self-employed. In 1993, a total of 590,000 women, 10% of all employed women, worked for themselves. In comparison, 20% of all male workers were self-employed.

There has, however, been a relatively sharp increase in the number of women running their own businesses in the last decade. Between 1981 and 1993, the number of self-employed women almost doubled, rising from 323,000 to 590,000. This represented nearly half (48%) of all growth in self-employment in this period. As a result, women represented 31% of all self-employed workers in 1993, up from 24% in 1981. (Table 2.10)

Women are underrepresented among self-employed people who are incorporated, as well as those who are not incorporated. In 1993, women made up just 20% of incorporated self-employed workers and only 36% of those owning unincorporated businesses. However, both these figures are up from 1981, when 14% of incorporated self-employed workers and 28% of those who were unincorporated were women.

On the other hand, women make up the vast majority of unpaid family workers. In 1993, three-quarters of all these workers were women, although the actual number of women in this category, 54,000, represented just 1% of total female employment that year.

Less tenure

Women tend to have less tenure at their job than men. In 1993, employed women had been at the same job or business an average of 81 months, compared with 108 months for men. (Table 2.11)

Not surprisingly, older women tend to have greater job tenure than their younger counterparts. In 1993, employed women aged 45 and over had been at the same job an average of 137 months, compared with 73 months for women aged 25-44 and just 20 months for those aged 15-24.

Women aged 45 and over, however, have considerably less tenure on average than men in this age group: 137 months versus 192 months in 1993. Women under age 45 also have less tenure than men in comparable age ranges, although these differences are much smaller than those characteristic of older workers. The fact that women in general, and older women in particular, have less tenure on average than men may result, in part because, traditionally, many women have interrupted their work activity in order to raise a family.

¹ The service industries include trade; finance, insurance and real estate; business, educational, and health and social services; accommodation, and food and beverage services; other services; public administration; transportation; and communications.

² The goods-producing industries include agriculture; resource-based industries such as mining, forestry and fishing; manufacturing; construction; and utilities.

Table 2.1
Total employment, 1975-1993

	Women		Men		Women as % of total employment
	Total employment 000s	% of women employed	Total employment 000s	% of men employed	
1975	3,381	40.8	5,903	73.5	36.4
1976	3,513	41.4	5,964	72.7	37.1
1977	3,619	41.7	6,032	72.0	37.4
1978	3,830	43.3	6,156	72.2	38.4
1979	4,033	44.7	6,362	73.3	38.8
1980	4,249	46.2	6,459	73.0	39.7
1981	4,445	47.4	6,556	72.9	40.4
1982	4,382	46.1	6,236	68.5	41.3
1983	4,472	46.5	6,203	67.5	41.9
1984	4,624	47.6	6,308	68.0	42.3
1985	4,794	48.8	6,428	68.7	42.7
1986	4,964	49.9	6,567	69.5	43.1
1987	5,152	51.2	6,709	70.1	43.4
1988	5,368	52.6	6,876	70.9	43.8
1989	5,508	53.3	6,977	71.1	44.1
1990	5,624	53.7	6,948	69.8	44.7
1991	5,589	52.6	6,751	66.7	45.3
1992	5,568	51.6	6,672	65.0	45.4
1993	5,630	51.4	6,753	64.7	45.4

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.2

Percentage employed, by province, 1975-1993

	1975		1985		1990		1993	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Newfoundland	26.6	57.9	33.5	50.9	40.0	52.9	36.9	47.5
Prince Edward Island	37.4	67.1	44.7	62.4	50.1	62.7	49.1	58.5
Nova Scotia	35.7	67.3	41.3	61.1	48.1	63.7	45.5	57.1
New Brunswick	33.7	63.8	39.9	56.8	45.4	60.1	45.7	57.7
Quebec	36.5	72.0	44.1	66.0	49.0	67.1	47.2	61.3
Ontario	44.8	76.0	53.2	72.7	57.6	72.9	53.6	66.4
Manitoba	41.0	75.9	51.1	70.4	55.3	70.5	54.0	67.2
Saskatchewan	38.5	76.4	50.2	71.8	54.0	70.5	54.4	68.4
Alberta	47.0	79.6	55.2	74.2	59.1	75.1	58.0	71.4
British Columbia	41.0	71.1	46.5	64.7	53.2	68.3	52.4	66.5
Canada	40.8	73.5	48.8	68.7	53.7	69.8	51.4	64.7

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.3

Percentage employed, by age group, 1975-1993

	People aged							
	15-24		25-44		45-54		55-64	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1975	50.3	60.2	48.6	91.4	43.5	89.2	29.3	76.2
1976	50.0	58.9	49.6	91.3	45.6	89.2	30.5	73.6
1977	49.6	58.7	50.9	90.5	46.0	88.4	30.4	72.6
1978	50.8	59.3	53.6	90.5	47.7	88.6	30.9	72.5
1979	53.2	61.9	55.3	91.3	49.0	89.0	32.3	73.0
1980	54.7	62.0	57.9	90.6	50.7	88.8	32.0	72.9
1981	55.4	62.1	60.2	90.6	52.6	88.9	32.2	71.8
1982	52.2	54.7	59.3	86.0	52.1	85.6	31.6	68.4
1983	52.2	53.8	60.3	84.6	53.5	85.3	30.9	66.4
1984	53.5	56.3	62.3	84.9	54.0	84.4	30.8	65.2
1985	55.5	57.2	63.6	86.1	56.5	85.0	31.2	64.2
1986	56.8	59.4	66.3	86.7	56.3	86.1	31.0	63.5
1987	58.2	61.1	67.7	87.3	59.1	87.0	32.4	62.0
1988	59.6	62.9	69.5	88.3	62.0	87.1	33.3	62.4
1989	60.6	64.0	70.6	88.2	63.6	87.4	32.3	61.9
1990	59.0	61.2	71.6	87.0	64.4	85.9	33.7	60.9
1991	56.4	56.0	70.6	83.7	64.4	84.3	32.9	57.2
1992	53.5	53.4	69.2	81.7	65.3	82.8	33.3	56.0
1993	51.9	52.3	69.3	82.2	65.6	82.4	33.0	54.9

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.4

Part-time employment, 1975-1993

	Women employed part-time 000s	% of women employed part-time ¹	% of men employed part-time ¹	Women as % of total part-time employment
1975	687	20.3	5.1	69.5
1976	741	21.1	5.1	70.8
1977	800	22.1	5.4	70.9
1978	867	22.6	5.5	71.9
1979	938	23.3	5.7	72.1
1980	1,011	23.8	5.9	72.6
1981	1,074	24.2	6.3	72.3
1982	1,100	25.1	6.9	72.0
1983	1,169	26.1	7.6	71.3
1984	1,187	25.7	7.6	71.2
1985	1,251	26.1	7.6	72.0
1986	1,274	25.7	7.8	71.2
1987	1,294	25.1	7.6	71.7
1988	1,355	25.2	7.7	72.0
1989	1,352	24.5	7.7	71.6
1990	1,371	24.4	8.1	71.0
1991	1,425	25.4	8.8	70.4
1992	1,440	25.9	9.3	70.0
1993	1,485	26.4	9.7	69.3

¹ Expressed as a percentage of total employed.

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.5

Percentage employed part-time, by age group, 1975-1993

	People aged							
	15-24		25-44		45 and over		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1975	22.2	17.1	18.9	0.9	20.4	2.9	20.3	5.1
1976	24.0	17.4	18.8	0.9	21.3	2.9	21.1	5.1
1977	24.8	18.2	19.9	1.1	22.8	3.1	22.1	5.4
1978	25.7	18.2	20.1	1.1	23.7	3.4	22.6	5.5
1979	26.8	18.6	20.4	1.0	24.2	3.6	23.3	5.7
1980	27.3	19.4	20.8	1.1	25.3	3.6	23.8	5.9
1981	28.3	21.0	21.0	1.3	25.7	3.7	24.2	6.3
1982	31.4	24.3	21.1	1.7	26.4	4.1	25.1	6.9
1983	33.6	26.4	21.9	2.2	27.2	4.7	26.1	7.6
1984	34.7	26.8	20.9	2.3	26.7	4.5	25.7	7.6
1985	35.8	27.3	21.4	2.3	26.7	4.4	26.1	7.6
1986	36.4	28.2	20.8	2.4	26.4	4.7	25.7	7.8
1987	37.0	27.8	20.0	2.3	25.6	4.6	25.1	7.6
1988	37.3	29.1	20.1	2.1	26.4	4.4	25.2	7.7
1989	38.1	29.3	19.3	2.1	25.0	4.8	24.5	7.7
1990	39.4	31.3	19.0	2.4	24.9	5.1	24.4	8.1
1991	43.4	35.2	19.9	3.0	24.9	5.6	25.5	8.8
1992	45.4	37.4	20.4	3.4	24.4	5.7	25.9	9.3
1993	48.3	39.1	20.7	4.0	24.5	5.8	26.4	9.7

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.6

Reasons for part-time work, by age group, 1993

	Women aged				Men aged			
	15-24	25-44	45 and over	Total	15-24	25-44	45 and over	Total
	%							
Personal/family responsibility	2.0	20.1	7.8	11.3	--	--	--	0.9
Going to school	61.6	4.1	--	20.9	66.6	15.5	--	43.0
Could only find ^{part} part-time work	28.2	40.1	31.6	34.3	26.2	68.9	38.0	38.0
Did not want full-time work	8.1	34.2	57.8	32.1	6.4	8.1	52.1	15.0
Other reasons	--	1.4	2.4	1.3	--	5.4	8.3	2.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total (000s)	458	653	374	1,485	389	148	121	658
% employed part-time ¹	48.3	20.7	24.5	26.4	39.1	4.0	5.8	9.7

¹ Expressed as a percentage of total employed.

Source: Statistics Canada, Catalogue 71-220.

Table 2.7

Distribution of employment, by industry, 1975-1993

	Women		Men		Women as % of total employment	
	Service	Goods producing	Service	Goods producing	Service	Goods producing
	%					
1975	81.6	18.4	56.7	43.3	45.2	19.6
1976	81.0	19.0	56.5	43.4	45.8	20.4
1977	82.0	18.0	57.3	42.7	46.2	20.2
1978	82.0	18.0	57.2	42.8	47.2	20.7
1979	81.4	18.5	57.1	42.9	47.4	21.5
1980	81.6	18.4	57.7	42.3	48.2	22.0
1981	81.5	18.4	55.9	44.1	49.7	22.2
1982	82.7	17.3	58.0	42.0	50.0	22.4
1983	82.6	17.4	59.1	40.9	50.2	23.4
1984	82.7	17.3	58.7	41.3	50.8	23.6
1985	83.2	16.8	59.2	40.8	51.2	23.5
1986	83.2	16.8	59.8	40.2	51.3	24.0
1987	83.8	16.2	59.4	40.5	52.0	23.5
1988	83.6	16.4	59.1	40.9	52.4	23.9
1989	83.9	16.1	59.1	40.9	52.8	23.7
1990	84.6	15.4	60.2	39.8	53.2	23.8
1991	85.2	14.8	61.5	38.4	53.4	24.2
1992	85.6	14.4	62.4	37.5	53.4	24.3
1993	86.0	14.0	62.8	37.2	53.3	23.9

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.8

Distribution of employment, by occupation, 1982 and 1993

	1982			1993		
	Women	Men	Women as % of employment	Women	Men	Women as % of employment
	%					
Managerial/administrative	6.0	10.2	29.2	12.6	14.3	42.2
Natural sciences	1.3	5.2	14.6	1.5	5.8	18.0
Social sciences/religion	2.0	1.8	42.8	3.1	2.0	56.2
Teaching	6.2	3.0	59.3	7.0	3.0	65.8
Doctors/dentists	0.3	0.8	18.3	0.4	0.8	26.4
Nursing/therapy/other health related	8.9	1.1	85.1	9.3	1.3	85.8
Artistic/literary/recreational	1.4	1.6	39.2	2.0	2.1	44.4
Clerical	34.0	6.3	79.0	27.7	5.7	80.2
Sales	10.2	10.8	39.8	9.7	9.9	45.1
Service	18.3	10.7	54.5	17.2	10.9	56.8
Primary	2.8	8.1	19.4	2.4	6.9	22.4
Manufacturing	6.3	19.8	18.4	4.6	17.2	18.2
Construction	0.2	9.4	1.3	0.2	9.2	2.2
Transportation	0.6	6.0	6.0	0.7	5.9	8.9
Material handling/other crafts	1.8	5.1	19.4	1.5	4.7	21.0
Total	100.0	100.0	41.3	100.0	100.0	45.4
Total (000s)	4,382	6,236	...	5,630	6,753	...

Source: Statistics Canada, Catalogues 71-220 and 71-529, and the Labour Force Survey.

Table 2.9

Percentage employed part-time, by occupation, 1993

	% of employed persons working part-time		% of all women working part-time	Women as % of persons employed part-time in group
	Women	Men		
Managerial/professional	18.6	5.4	25.3	77.5
Clerical	25.7	15.1	26.9	87.3
Sales	38.8	16.4	14.3	66.3
Service	40.7	24.6	26.6	68.4
Primary	31.9	9.8	2.9	48.9
Manufacturing	9.3	3.1	1.6	40.0
Construction	28.6	5.6	0.3	10.3
Transportation	35.9	7.6	0.9	31.1
Material handling/other crafts	20.0	16.9	1.1	23.9
Total	26.4	9.7	100.0	69.3
Total employed part-time (000s)	1,485	658	...	...

Source: Statistics Canada, Catalogue 71-220.

Self-employed women, 1981-1993

	Incorporated			Unincorporated			Total self-employed		
	000s	% of employed women	Women as % of group	000s	% of employed women	Women as % of group	000s	% of employed women	Women as % of group
1981	59	1.3	14.3	264	5.9	28.1	323	7.3	23.9
1982	67	1.5	15.5	273	6.2	28.8	340	7.8	24.7
1983	70	1.6	15.7	298	6.7	30.0	368	8.2	25.6
1984	74	1.6	16.9	324	7.0	31.3	398	8.6	27.0
1985	85	1.8	18.3	342	7.1	32.1	427	8.9	27.9
1986	85	1.7	17.5	327	6.6	31.1	412	8.3	26.8
1987	98	1.9	18.8	346	6.7	32.1	444	8.6	27.8
1988	108	2.0	18.9	376	7.0	33.7	484	9.0	28.7
1989	114	2.1	20.1	378	6.9	34.0	492	8.9	29.3
1990	123	2.2	20.6	398	7.1	34.5	521	9.3	29.8
1991	128	2.3	20.6	397	7.1	34.0	525	9.4	29.4
1992	128	2.3	20.6	420	7.5	35.4	548	9.8	30.3
1993	129	2.3	20.2	461	8.2	36.2	590	10.4	30.9

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 2.11

Job tenure, by age group, 1993

	Tenure					Average tenure (months)
	Less than 12 months	1-5 years	6-10 years	11 years and over	Total	
	%					
Women aged:						
15-24	51.3	43.7	4.8	--	100.0	19.5
25-44	19.9	36.4	21.8	21.9	100.0	72.7
45 and over	12.2	21.1	19.4	47.2	100.0	137.2
Total	23.2	33.4	18.3	25.1	100.0	81.2
Men aged:						
15-24	53.4	39.7	6.7	--	100.0	20.3
25-44	18.9	31.7	21.2	28.2	100.0	83.5
45 and over	9.8	14.9	13.1	62.3	100.0	191.8
Total	21.1	27.7	16.6	34.6	100.0	107.6

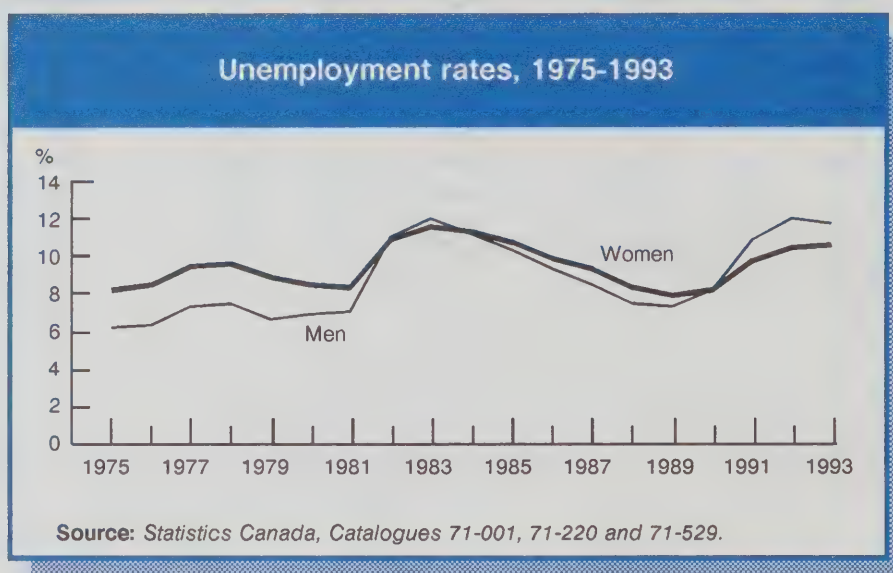
Source: Statistics Canada, Catalogue 71-220.

UNEMPLOYMENT

Unemployment has generally been higher among women than men over the last two decades. However, during recessionary periods, including the one in the early 1990s, increases in unemployment among women have been less severe than those experienced by men. As a result, female labour force participants are currently less likely to be unemployed than their male counterparts.

experienced by male labour force participants. Between 1989 and 1993, for example, the number of unemployed women rose 42%, compared with 64% among men. As a result, the unemployment rate of women in 1993 was more than a full percentage point below that of men: 10.6% versus 11.7%.

Chart 3.1



Persons counted as unemployed include those who are without work, but are available for work during the reference week and who either (1) have actively looked for work in the previous month; (2) were laid off and have not actively looked for work in the previous month; or (3) have not actively looked for work, but have a new job to start within the next four weeks. The unemployment rate represents the number of unemployed persons as a percentage of the relevant labour force.

Unemployment rate increasing

Unemployment has risen significantly among women in the early 1990s as a result of the major economic downturn which occurred during this period. By 1993, 667,000 women, 10.6% of all female labour force participants, were unemployed, up from around 8% in the late 1980s. (Table 3.1)

While unemployment has risen among women in recent years, the increase has been smaller than that

The unemployment rate of women also rose much more slowly than that of men during the recession in the early 1980s, although the actual difference between the unemployment rates of women and men in this period was smaller than that recorded in the early 1990s. One factor explaining, at least in part, why the unemployment rate of women has risen less rapidly than that of men during recessions, is that women are more likely than men to drop out of the labour force when they lose their job.

In contrast, throughout the late 1970s and in the expansionary period from 1983 to 1989, the unemployment rate of women was consistently above that for men. In fact, the unemployment rate of women was around 2 percentage points higher than that of men in the late 1970s, while the difference ranged from a half to a full percentage point in the latter half of the 1980s. In 1988, for example, 8.3% of female labour force participants were unemployed, compared with 7.4% of their male counterparts. (Chart 3.1)

Provincial unemployment

Similar to the situation with men, women in Atlantic Canada and Quebec have higher unemployment rates than those in Ontario and the Western provinces. In 1993, 19.6% of female labour force participants in Newfoundland were unemployed, along with 17.4% of those in Prince Edward Island, 13.4% in Nova Scotia and 12.1% in both New Brunswick and Quebec. In the remaining provinces, the unemployment rates of women ranged from 9.9% in Ontario to 7.3% in Saskatchewan. (Table 3.2)

Women experienced lower rates of unemployment than men in all provinces except Alberta and British Columbia in 1993. In the latter two provinces, unemployment rates of women and men were about the same.

Young most likely to be unemployed

There has been a particularly sharp increase in the unemployment rate of young people in the last several years. Between 1989 and 1993, the unemployment rate of women aged 15-24 rose 5 percentage points, compared with increases of 3 percentage points among 45-64-year-old women and 2 percentage points among those aged 25-44. (Table 3.3)

Partly as a result, young women are currently considerably more likely than other women to be unemployed. In 1993, 15.0% of female labour force participants aged 15-24 were unemployed, compared with 10.1% of those aged 25-44 and 8.8% of those aged 45-64.

Young women, however, were not as affected by the recession as their male counterparts. Whereas the unemployment rate among 15-24-year-old women rose 5 percentage points between 1989 and 1993, the figure for men in this age range was up 8 percentage points in the same period. As a result, young women are considerably less likely than their male counterparts to be unemployed. In 1993, 15.0% of female labour force participants aged 15-24 were unemployed, compared with 20.2% of men in this age group.

Recent increases in the unemployment rate of women aged 25 and over have also been smaller than those experienced by men in comparable age groups. As a result, the unemployment rate of women aged 25-44 was almost a full percentage below that of men in this age range in 1993: 10.1% versus 10.9%, while there was no difference in rates for women and men aged 45-64. These situations contrast with those in the late 1980s, when women in both these age groups were more likely than men to be unemployed.

Unemployment rates are highest among young women in all provinces for which age breakdowns are available. Indeed, in 1993, 28.9% of Newfoundland's female labour force aged 15-24 was unemployed. In the other provinces, unemployment rates among women aged 15-24 ranged from 12.4% in Saskatchewan to 19.2% in Nova Scotia. Unemployment rates among women aged 15-24, though, were still well below figures for men in this age range in all provinces. (Table 3.2)

Women aged 25-44 were also less likely than their male counterparts to be unemployed in most provinces in 1993. Again, Alberta and British Columbia, along with New Brunswick, were the exceptions. In contrast, among those aged 45-64, women had higher unemployment rates than men in Newfoundland, Quebec, Manitoba and British Columbia, while there was little difference in rates in the remaining provinces for which reliable estimates were available.

Unemployment by industry

Women in the goods-producing industries are more likely than those in the service sector to be unemployed. In 1993, 12.7% of female labour force participants in the goods-producing industries were unemployed, compared with 9.1% of female service-sector workers. (Table 3.4)

Part of the difference between the unemployment rates of women in the two industrial sectors results from the fact that unemployment increased more rapidly among those in the goods-producing sector during the recent recession. Between 1989 and 1993, the unemployment rate of female labour force participants in goods-producing industries rose nearly 4 percentage points, almost twice the increase recorded in service industries.

Female goods-producing workers, however, are currently somewhat less likely than their male colleagues to be unemployed, whereas there is little difference in the unemployment rates of women and men employed in the service sector. In 1993, 12.7% of women in the goods-producing sector were unemployed, compared with 14.0% of men. Among service-sector workers, around 9% of both were unemployed that year. These situations, however, represent shifts from 1989, when women in both sectors were more likely than men to be unemployed.

Occupation and unemployment

As with men, there is considerable variation in the level of unemployment experienced by women in different occupational groups. Female labour force participants involved in construction trades had a particularly high unemployment rate in 1993,

24.4%, while rates were also high for women in manufacturing (16.9%) and materials-handling and other crafts (15.3%). In contrast, women in managerial and professional occupations had an unemployment rate of just 6.1% in 1993, significantly lower than that of other women. At the same time, 12.8% of women in service occupations were unemployed, while the figures were 11.6% for those in transportation, 11.1% in primary occupations, 10.3% in sales and 9.6% in clerical positions. (Table 3.5)

Reasons unemployed left last job

The majority of unemployed women either lost or were laid off from their last job. In 1993, 60% of unemployed women fell into one of these categories. This figure, though, was below that for unemployed men, 73% of whom had either lost their last job or been laid off. (Table 3.6)

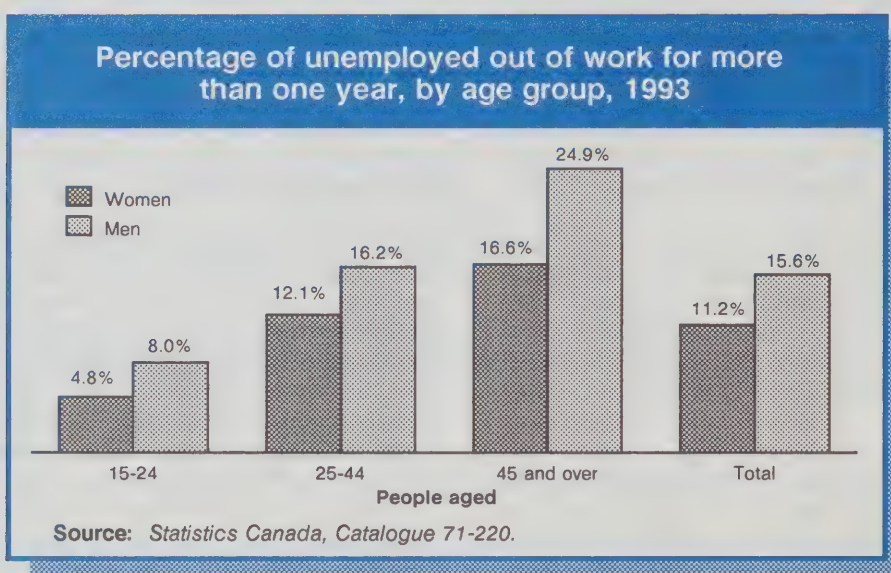
Duration of unemployment

Women are generally unemployed for shorter periods of time than men. In 1993, women who were unemployed had been out of work an average of 23 weeks, compared with 27 weeks for men. (Table 3.7)

Women are also somewhat less likely than men to experience extended periods of unemployment. In 1993, 11% of unemployed women, compared with 16% of men, had been unemployed for more than one year. (Chart 3.2)

The duration of unemployment among women increases with age. In 1993, unemployed women aged 15-24 had been out of work an average of 15 weeks, compared with 24 weeks for 25-44-year-olds and 29 weeks for those aged 45 and over. At all ages, though, the average length of unemployment of women was lower than that of men.

Chart 3.2



On the other hand, unemployed women are more likely than their male counterparts to have left their last job because of personal or family responsibilities. In 1993, 6% of unemployed women, versus a negligible proportion of men, had left their last job for these reasons.

Unemployed women are also more likely than men to be either new job-market entrants who have never worked or labour force reentrants who have not worked within five years. These two categories accounted for 10% of all unemployed women in 1993, almost double the figure for men.

Older women were also more likely than their younger counterparts to be unemployed for extended periods of time. In 1993, 17% of unemployed women aged 45 and over, compared with 12% of those aged 25-44 and 5% of those aged 15-24, had been out of work for a year or more. Again, though, women at all ages were less likely than men in the same age range to be unemployed for extended periods.

Unemployment Insurance recipients

Not surprisingly, the number of women receiving Unemployment Insurance (UI) benefits has risen and fallen in response to changes in the overall unemployment rate. Between 1989 and 1992, for example, the number of women receiving UI benefits on a monthly basis rose 27%, from 485,900 to 616,400. However, because the recession resulted in a greater rate of unemployment among men than women, the increase in the number of female UI recipients was smaller than that for men. As a result, women represented 44% of all UI recipients in 1992, down from 47% in the late 1980s. (Table 3.8)

The majority of women receiving Unemployment Insurance get regular benefits. In 1992, 76% of all female UI beneficiaries received regular benefits. Another 15% received maternity/parental benefits,¹ while 5% received training benefits and 3% got sickness benefits. At the same time, very small

percentages received work sharing, job creation, fishing or self-employment assistance benefits. (Table 3.9)

As might be expected, women make up almost all, 99% in 1992, recipients of maternity/parental benefits. Indeed, while parental benefits under the UI plan have been available to both mothers and fathers since 1990, men still make up just 1% of these beneficiaries.

Women also made up the majority (59%) of those receiving sickness benefits. In contrast, they accounted for only 40% of those receiving training benefits, 39% of those getting job-creation benefits and 32% of those involved in work-sharing arrangements.

¹ For more information on maternal benefits see Section 6, "Work and Family Responsibilities."

Table 3.1
Unemployment, 1975-1993

	Women		Men	
	Total unemployed	Unemployment rate	Total unemployed	Unemployment rate
	000s	%	000s	%
1975	299	8.1	391	6.2
1976	322	8.4	404	6.3
1977	377	9.4	473	7.3
1978	408	9.6	500	7.5
1979	387	8.8	449	6.6
1980	389	8.4	476	6.9
1981	403	8.3	494	7.0
1982	534	10.9	773	11.0
1983	585	11.6	849	12.0
1984	592	11.3	792	11.2
1985	572	10.7	739	10.3
1986	539	9.8	677	9.3
1987	527	9.3	623	8.5
1988	485	8.3	546	7.4
1989	470	7.9	548	7.3
1990	496	8.1	613	8.1
1991	599	9.7	817	10.8
1992	647	10.4	910	12.0
1993	667	10.6	896	11.7

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 3.2

Unemployment rates, by age group and province, 1993

	People aged							
	15-24		25-44		45-64		Total ¹	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Newfoundland	28.9	34.0	17.5	19.9	17.4	13.7	19.6	20.7
Prince Edward Island	--	--	--	--	--	--	17.4	18.0
Nova Scotia	19.2	26.4	12.6	15.0	10.6	10.4	13.4	15.6
New Brunswick	18.1	22.2	11.7	11.7	--	9.6	12.1	12.9
Quebec	16.2	22.0	11.1	12.9	11.8	11.4	12.1	13.8
Ontario	14.6	21.0	9.7	10.4	7.6	7.5	9.9	11.2
Manitoba	12.9	17.9	7.9	9.3	6.7	6.1	8.5	9.8
Saskatchewan	12.4	16.2	7.2	8.4	--	5.6	7.3	8.6
Alberta	13.3	15.1	9.4	8.8	7.3	7.5	9.6	9.5
British Columbia	12.7	16.3	9.0	8.9	8.9	7.9	9.6	9.8

¹ Includes those aged 65 and over.

Source: Statistics Canada, Catalogue 71-220.

Table 3.3

Unemployment rates, by age group, 1975-1993

	People aged							
	15-24		25-44		45-64		Total ¹	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1975	11.4	12.5	7.1	4.4	5.4	3.9	8.1	6.2
1976	12.1	13.2	7.6	4.6	5.2	3.7	8.4	6.3
1977	13.8	14.9	8.2	5.2	6.1	4.5	9.4	7.3
1978	13.8	15.0	8.7	5.5	6.1	4.9	9.6	7.5
1979	12.7	13.2	7.8	4.9	5.6	4.2	8.8	6.6
1980	12.6	13.7	7.0	5.2	5.8	4.2	8.4	6.9
1981	12.3	14.1	7.5	5.3	5.1	4.3	8.3	7.0
1982	16.1	21.1	9.7	9.1	7.1	6.9	10.9	11.0
1983	17.0	22.3	10.5	10.3	7.9	7.7	11.6	12.0
1984	16.1	19.3	10.5	9.9	8.1	7.7	11.3	11.2
1985	14.5	18.1	10.2	9.0	7.7	7.4	10.7	10.3
1986	13.6	16.4	9.2	8.3	7.3	6.5	9.8	9.3
1987	12.4	14.8	8.7	7.5	7.5	6.1	9.3	8.5
1988	11.0	12.9	8.0	6.5	6.6	5.4	8.3	7.4
1989	10.1	12.4	7.9	6.6	5.9	5.4	7.9	7.3
1990	11.4	14.0	7.8	7.5	6.1	5.8	8.1	8.1
1991	13.4	18.8	9.3	10.1	7.9	7.5	9.7	10.8
1992	15.2	20.2	9.8	11.5	8.3	8.6	10.4	12.0
1993	15.0	20.2	10.1	10.9	8.8	8.7	10.6	11.7

¹ Includes those aged 65 and over.

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 3.4

Unemployment rates, by industry, 1981-1993

	Service industries				Goods-producing industries		
	Women	Men	Total		Women	Men	Total
	%						
1981	6.8	5.6	6.2		9.7	8.0	8.4
1982	9.0	8.2	8.6		14.1	13.8	13.9
1983	9.8	9.3	9.5		13.4	14.7	14.4
1984	9.7	9.0	9.3		12.6	13.0	12.9
1985	9.0	8.5	8.8		12.2	11.6	11.3
1986	8.4	7.7	8.1		10.7	10.6	10.6
1987	7.9	7.0	7.5		10.7	9.5	9.8
1988	7.1	6.0	6.6		9.7	8.3	8.7
1989	6.8	6.0	6.4		9.1	8.3	8.5
1990	6.9	6.2	6.6		10.5	10.0	10.1
1991	8.2	8.3	8.2		13.0	13.6	13.5
1992	8.8	9.5	9.2		13.3	14.5	14.2
1993	9.1	9.2	9.2		12.7	14.0	13.7

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 3.5

Unemployment rates, by occupation, 1993

	Women	Men	Total
	%		
Managerial/professional	6.1	5.6	5.9
Clerical	9.6	10.5	9.8
Sales	10.3	8.6	9.4
Service	12.8	12.5	12.7
Primary	11.1	12.4	12.1
Manufacturing	16.9	12.5	13.4
Construction	24.4	21.6	21.6
Transportation	11.6	11.5	11.5
Material handling/other crafts	15.3	14.7	14.9
Total	10.6	11.7	11.2
Total unemployed (000s)	667	896	1,562

Source: Statistics Canada, Catalogue 71-220.

Table 3.6

Unemployed, by reason for leaving last job, 1993

	Women		Men	
	000s	%	000s	%
Own illness	27	4.0	26	2.9
Personal/family responsibility	37	5.5	9	1.0
Going to school	38	5.7	48	5.4
Lost job/laid off	398	59.7	650	72.5
Retired	5	0.7	10	1.1
Other reasons	93	13.9	99	11.0
Had not worked in last 5 years	32	4.8	17	1.9
Never worked	37	5.5	36	4.0
Total	667	100.0	896	100.0

Source: Statistics Canada, Catalogue 71-220.

Table 3.7

Duration of unemployment, by age group, 1993

	Women aged				Men aged			
	15-24	25-44	45 and over	Total	15-24	25-44	45 and over	Total
	%							
4 weeks or less	34.1	22.8	19.3	25.0	29.9	19.9	17.6	22.2
5-13 weeks	31.7	24.5	20.7	25.4	29.1	23.0	19.7	24.0
14-26 weeks	16.2	20.8	18.6	19.2	19.1	20.6	18.1	19.6
27-52 weeks	11.4	17.4	21.4	16.8	12.7	19.0	18.7	17.2
53 weeks and over	4.8	12.1	16.6	11.2	8.0	16.2	24.9	15.6
Other	2.4	2.3	--	2.2	--	1.3	--	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average duration (weeks)	15.2	24.1	29.0	22.9	18.4	27.8	34.7	26.7
Total unemployed (000s)	167	355	145	667	251	452	193	896

Source: Statistics Canada, Catalogue 71-220.

Table 3.8

Unemployment Insurance beneficiaries, 1981-1992

	Women	Men	Women as % of total beneficiaries
	000s		
1981	308.4	411.9	42.8
1982	443.0	694.7	38.9
1983	493.2	754.8	39.5
1984	496.4	698.0	41.6
1985	496.3	648.9	43.3
1986	482.5	613.0	44.0
1987	473.6	559.4	45.8
1988	476.2	538.4	46.9
1989	485.9	543.8	47.2
1990	510.6	610.3	45.6
1991	596.2	769.1	43.7
1992	616.4	771.9	44.4

Source: Statistics Canada, Catalogue 73-202S.

Table 3.9

Unemployment Insurance beneficiaries, by type of benefit, 1992

Type of benefit:	Women		Men		Women as % of recipients
	000s	%	000s	%	
Regular	466.1	75.6	682.0	88.4	40.6
Maternity/parental	90.8	14.7	1.0	0.1	98.9
Training	28.7	4.7	43.2	5.6	40.0
Sickness	19.0	3.1	13.1	1.7	59.2
Work sharing	7.4	1.2	15.9	2.1	32.0
Job creation	2.1	0.3	3.3	0.4	38.6
Fishing	2.0	0.3	13.0	1.7	13.5
Self-employed assistance	0.2	..	0.4	0.1	31.3
Total	616.4	100.0	771.9	100.0	44.4

Source: Statistics Canada, Catalogue 73-202S.

EARNINGS AND PENSION COVERAGE

There are considerable differences in the earnings of women depending on their age, occupation and province of residence. The earnings of women, however, remain well below those of men, although the earnings differential between women and men has closed somewhat in recent years.

The discussion in this section refers primarily to the earnings of full-time, full-year workers. By including only these workers, the effects of differences in the work force characteristics of women and men are minimized. However, this restriction does not eliminate all work pattern variation between women and men. Even for those employed full-time, for example, the total hours worked by women and men are different.

An issue related to that of earnings is pension coverage. Indeed, as more women have entered the work force, the number of them covered by pension plans, both public and private, has grown. Again, though, women are still less likely than their male counterparts to have pension coverage. In addition, women are less likely than men to contribute to a Registered Retirement Savings Plan, although the percentage of women participating in this program has increased in the last decade.¹

Average earnings still lower

Women active in the paid work force earn substantially less than men. In 1992, women employed on a full-time, full-year basis earned an average of \$28,350, compared with \$39,468 for their male counterparts. (Table 4.1)

The gap between the earnings of women and men, however, has narrowed somewhat in recent years. Women's full-time, full-year earnings were 72% those of men in 1992, up from 68% in 1990 and around 64% in the early 1980s.

The difference between the earnings of women and men has closed in recent years largely because there have been substantial increases in the earnings of women, while there has been little change in those of men. Between 1990 and 1992, for example, the earnings of women employed full-time, full-year rose 6%, once the effects of inflation were accounted for, whereas men's earnings actually declined marginally in the same period.

Provincial earnings

Women in Ontario and British Columbia have higher earnings than women in other provinces. In 1992, women employed full-time, full-year in Ontario had average earnings of \$30,356, while the figure in British Columbia was \$28,601. Indeed, these were the only provinces in which women's average earnings exceeded the national figure for women of \$28,350. In contrast, the average earnings of women were under \$25,000 in most other provinces. (Table 4.2)

Women's earnings are well below those of men in all provinces. In 1992, women's full-time, full-year earnings as a percentage of those of men ranged from 80% in Prince Edward Island to 70% in Alberta, Manitoba, New Brunswick, British Columbia and Newfoundland.

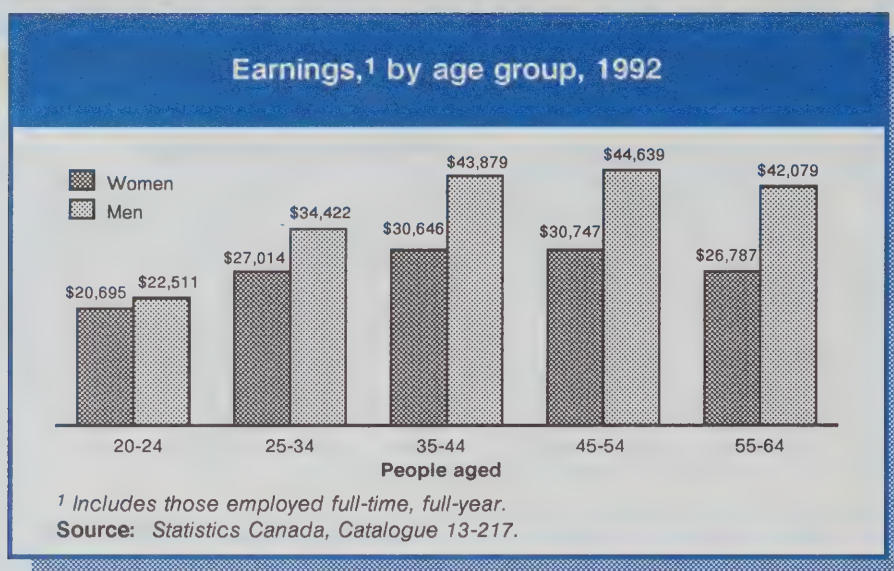
Earnings by age

As with men, women between the ages of 35 and 54 generally have higher earnings than women in other age groups. In 1992, women in the age groups 35-44 and 45-54 employed full-time, full-year had average earnings of just under \$31,000. This compared with around \$27,000 for women aged 25-34 and 55-64 and less than \$21,000 for those aged 20-24. (Chart 4.1)

The earnings of women, though, are lower than those of men in all age groups. In 1992, women aged 35-44, 45-54, and 55 and over, employed on a full-time, full-year basis, all had average earnings which were less than 70% those of men in the same age group, while the figure was 79% for women aged 25-34 and 93% for 15-24-year-olds. (Table 4.3)

The gap between the earnings of women and men, however, has closed in all age groups under the age of 55 in the last decade. The average earnings of women aged 25-34, 35-44, and 45-54, expressed as a percentage of those of men in the same age group, were all around 10 percentage points higher in 1992 than in 1981, while the figure for 15-24-year-old women was up 15 percentage points in the same period. In contrast, the earnings of women aged 55 and over as a percentage of those of men in this age range were almost the same in 1992 as in 1981.

Chart 4.1



Occupation

As is the case with men, women in professional and related occupations have considerably higher incomes than those in other occupational groups. In 1992, female teachers employed full-time, full-year earned \$40,931 on average, while the figure for other professionals ranged from \$37,050 for those in social sciences/religion professions to \$28,426 for those in artistic and recreational occupations. In contrast, the average annual earnings of women employed full-time, full-year in non-professional occupations ranged from \$26,515 for those employed in transportation to just \$13,461 for those in agriculture. Women's earnings, however, were significantly below those of men in all occupational categories. (Table 4.4)

Earnings of women in health professions

There is considerable variation in the earnings of women employed in different health professions. In 1990, female physicians and surgeons employed on a full-time, full-year basis earned an average of \$73,071, while the figure for dentists was \$67,997.

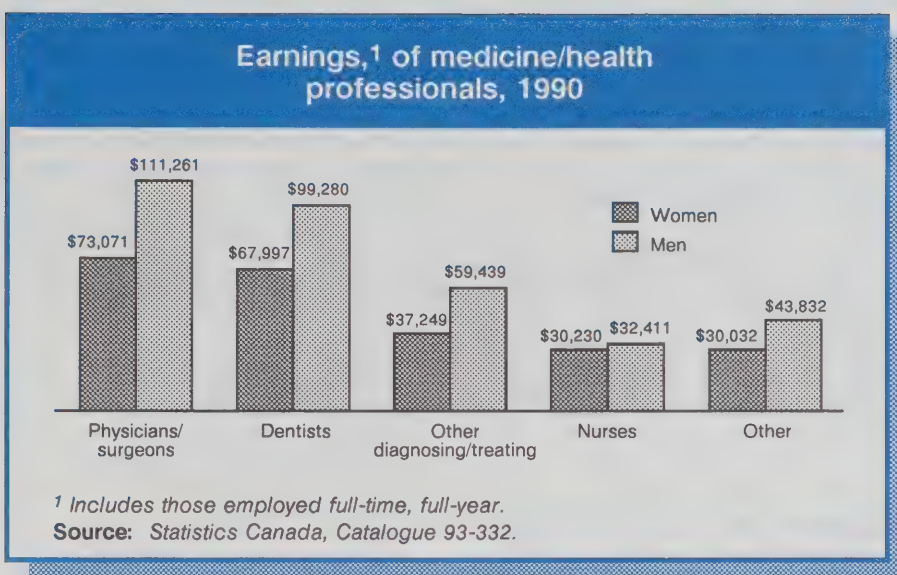
These totals were well above those of women employed in other diagnosing and treating professions, including veterinarians, osteopaths and chiropractors. They were also more than double those of both nurses and other health professionals, including pharmacists, dietitians, optometrists, and related technicians, who averaged around \$30,000 in 1990. (Chart 4.2)

Women employed as doctors and dentists, though, make considerably less than men in these professions. In 1990, the earnings of women employed full-time, full-year as physicians and surgeons were only 66% those of their male colleagues, while the figure for dentists was 68%. In contrast, the earnings of women employed as nurses were 93% those of male nurses that year.

Canada/Quebec Pension Plan membership

The tremendous growth in the work force participation of women has resulted in an increase in the proportion of women participating in the Canada/Quebec Pension Plan (C/QPP). Between 1981 and

Chart 4.2



1991, the percentage of all women aged 15-64 contributing to this program rose from 56% to 61%. (Chart 4.3)

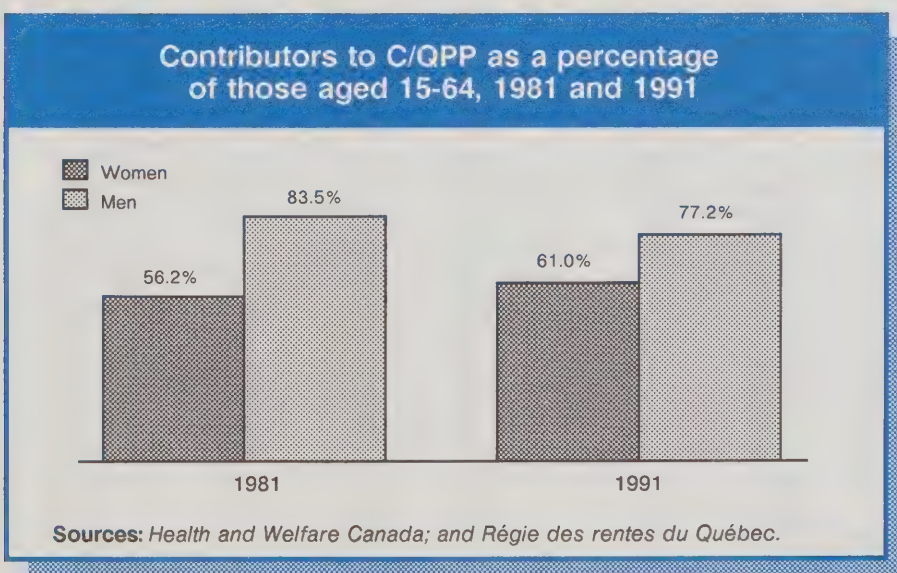
However, because eligibility for this government-sponsored plan is tied to employment, a smaller proportion of women than men participate. In 1991, 61% of women aged 15-64 were C/QPP contributors, compared with 77% of men. This is a much smaller difference than in 1981, though, when 56% of all women aged 15-64, versus 84% of men in this age range, were C/QPP participants.

Employer-sponsored pension plans

There has also been an increase in the proportion of women covered by employer-sponsored pension plans. In 1992, 43% of all employed women were members of such plans, up from 38% in 1980. (Table 4.5)

The proportion of women covered by employer-sponsored plans, though, remains below that of male workers. In 1992, 43% of paid female workers, versus 52% of their male counterparts, belonged to

Chart 4.3



one of these plans. Again, however, the gap is closing. In fact, while participation in these programs by women has increased since the early 1980s, the proportion of employed men participating in private pension plans was actually lower in 1992 than in 1980.

Registered Retirement Savings Plans

The proportion of women contributing to a Registered Retirement Savings Plan (RRSP) has also increased in the last decade. As of 1991, 1.9 million women had reported contributing to an RRSP. These women represented 20% of all female taxpayers that year, more than double the figure in 1982. (Table 4.6)

Women, though, are less likely than men to contribute to an RRSP. Again, as of 1991, 20% of female taxpayers had contributed to one of these plans, compared with 28% of their male counterparts.

Women also tend to contribute less to their RRSPs than men. In 1991, women made an average RRSP contribution of \$2,300, about \$1,000 less than that of men. (Table 4.7)

As well, the average RRSP contribution made by women has declined sharply in the early 1990s. In fact, their average contribution in 1991 was 17% less than in 1988, after accounting for inflation. In comparison, the average contribution by men declined by 6% in the same period.

¹ For more information on the retirement income of women see "Women Approaching Retirement", by Diane Galarneau, in *Perspectives on Labour and Income*, Statistics Canada, Catalogue 75-001, Autumn 1991; and "RRSPs - New Rules, New Growth," by Hubert Frenken and Karen Maser, in the Winter 1993 issue of *Perspectives on Labour and Income*.

Table 4.1
Average annual earnings,¹ 1967-1992

	Full-time, full-year workers			Other workers			All earners		
	Women	Men	Earnings ratio ²	Women	Men	Earnings ratio ²	Women	Men	Earnings ratio ²
	\$		%	\$		%	\$		%
1967	17,411	29,808	58.4	6,254	12,369	50.6	11,403	24,734	46.1
1969	19,075	32,514	58.7	7,429	16,161	46.0	12,073	26,418	45.7
1971	21,027	35,246	59.7	7,017	13,918	50.4	13,291	28,358	46.9
1972	21,829	36,491	59.8	7,206	13,944	51.7	13,556	29,400	46.1
1973	22,034	37,177	59.3	7,365	14,106	52.2	13,849	29,937	46.3
1974	23,024	38,655	59.6	8,050	15,084	53.4	14,522	30,628	47.4
1975	23,863	39,643	60.2	7,970	15,745	50.6	15,076	31,354	48.1
1976	25,100	42,443	59.1	8,760	16,704	52.4	15,598	33,408	46.7
1977	24,453	39,408	62.1	8,907	14,657	60.8	16,091	31,697	50.8
1978	25,259	40,096	63.0	8,496	14,481	58.7	16,035	31,563	50.8
1979	24,692	38,903	63.5	8,833	15,243	57.9	16,203	31,423	51.6
1980	25,469	39,641	64.2	8,707	14,058	61.9	16,254	31,497	51.6
1981	24,787	38,891	63.7	9,046	14,457	62.6	16,429	30,723	53.5
1982	24,618	38,477	64.0	8,440	13,389	63.0	16,109	29,335	54.9
1983	25,404	39,332	64.6	7,974	12,766	62.5	16,235	29,560	54.9
1984	25,082	38,255	65.6	8,884	12,675	70.1	16,586	28,925	57.3
1985	24,947	38,413	64.9	8,616	12,155	70.9	16,636	29,611	56.2
1986	25,440	38,654	65.8	9,359	12,633	74.1	17,254	30,060	57.4
1987	25,786	39,105	65.9	9,569	12,466	76.8	17,453	30,279	57.6
1988	25,850	39,579	65.3	9,425	12,661	74.4	17,755	30,943	57.4
1989	25,935	39,393	65.8	9,829	13,293	73.9	18,299	31,031	59.0
1990	26,719	39,519	67.6	9,600	13,411	71.6	18,376	30,671	59.9
1991	27,244	39,144	69.6	9,023	12,727	70.9	18,320	29,767	61.5
1992	28,350	39,468	71.8	9,297	12,151	76.5	18,923	29,652	63.8

¹ Expressed in constant 1992 dollars.

² Represents women's earnings as a percentage of those of men.

Source: Statistics Canada, Catalogue 13-217.

Table 4.2

Average annual earnings, by province, 1992

	Full-time, full-year workers			Other workers			All earners		
	Women	Men	Earnings ratio ¹	Women	Men	Earnings ratio ¹	Women	Men	Earnings ratio ¹
	\$		%	\$		%	\$		%
Newfoundland	25,201	36,174	69.7	6,110	9,261	66.0	13,201	20,808	63.4
Prince Edward Island	26,089	32,563	80.1	6,674	9,447	70.6	13,821	21,172	65.3
Nova Scotia	24,854	37,633	66.0	7,136	10,323	69.1	15,208	25,435	59.8
New Brunswick	24,663	35,152	70.2	6,886	11,427	60.3	15,208	25,059	60.7
Quebec	27,579	37,302	73.9	8,728	11,933	73.1	18,403	27,909	65.9
Ontario	30,356	42,201	71.9	9,727	11,966	81.3	20,662	32,192	64.2
Manitoba	24,459	34,857	70.2	8,591	10,582	81.2	16,809	26,402	63.7
Saskatchewan	23,116	32,733	70.6	8,279	10,085	82.1	15,204	25,348	60.0
Alberta	27,242	38,737	70.3	9,824	12,086	81.3	18,496	29,385	62.9
British Columbia	28,601	40,850	70.0	10,948	15,619	70.1	19,269	31,513	61.1
Canada	28,350	39,468	71.8	9,297	12,151	76.5	18,923	29,652	63.8

¹ Represents women's earnings as a percentage of those of men.

Source: Statistics Canada, Catalogue 13-217.

Table 4.3

Earnings¹ of women as a percentage of those of men, by age group, 1981-1992

	Women aged					Total
	15-24	25-34	35-44	45-54	55 and over	
	%					
1981	77.5	69.5	61.4	57.0	66.3	63.7
1982	80.3	71.4	61.3	58.6	64.1	64.0
1983	80.4	73.1	63.5	59.5	60.4	64.6
1984	82.1	72.3	63.5	60.9	64.9	65.6
1985	82.3	71.0	63.8	59.0	63.6	64.9
1986	80.3	71.4	65.4	60.6	65.7	65.8
1987	83.1	73.1	64.6	61.1	62.2	65.9
1988	83.6	72.3	62.5	62.5	60.3	65.3
1989	81.9	72.8	64.5	60.0	63.4	65.8
1990	87.6	73.8	67.3	61.9	64.3	67.6
1991	86.4	76.2	69.3	65.9	63.6	69.6
1992	92.7	78.5	69.8	68.9	66.7	71.8

¹ For full-year, full-time workers.

Source: Statistics Canada, Catalogue 13-217.

Table 4.4

Average annual earnings, by occupation, 1992

	Full-time, full-year workers			All workers		
	Women	Men	Earnings ratio ¹	Women	Men	Earnings ratio ¹
	\$		%	\$		%
Managerial/administrative	33,548	51,794	64.8	29,761	48,303	61.6
Natural sciences	35,375	48,034	73.6	31,200	43,309	72.0
Social sciences/religion	37,050	61,764	60.0	29,508	51,737	57.0
Teaching	40,931	51,923	78.8	31,225	44,620	70.0
Medicine/health	33,787	57,107	59.2	28,179	50,971	55.3
Artistic/recreational	28,426	34,946	81.3	17,503	25,975	67.4
Clerical	25,208	33,009	76.4	19,125	26,335	72.6
Sales	24,109	35,240	68.4	16,387	27,086	60.4
Service	18,783	30,787	61.0	11,263	21,691	51.9
Agriculture	13,461	18,530	72.6	10,991	15,772	69.7
Processing	25,731	35,978	71.5	18,355	29,755	61.7
Product assembly/fabrication/repair	21,386	34,791	61.4	18,028	29,832	60.4
Transport equipment operation	26,515	36,012	73.6	18,871	29,728	63.4
Material handling	22,144	29,953	73.9	15,457	19,456	79.4
Total	28,350	39,468	71.8	18,923	29,652	63.8

¹ Represents women's earnings as a percentage of those of men.

Source: Statistics Canada, Catalogue 13-217 and the Survey of Consumer Finances.

Table 4.5

Membership in employer-sponsored pension plans, 1980-1992

	Women			Men	
	Total members 000s	% of employed paid workers	% of all plan members	Total members 000s	% of employed paid workers
1980	1,378	37.6	30.8	3,098	54.2
1982	1,477	36.2	31.7	3,181	53.7
1984	1,525	37.3	33.4	3,039	54.7
1986	1,621	37.0	34.7	3,047	52.9
1988	1,763	37.2	36.4	3,082	51.0
1989	1,869	37.8	37.6	3,096	49.9
1990	1,981	39.0	38.8	3,128	49.6
1992	2,189	42.5	41.2	3,129	51.8

Source: Statistics Canada, Catalogue 74-401.

Table 4.6

Contributors to Registered Retirement Savings Plans, 1982-1991

	Women		Men		Women as % of all contributors
	000s	% of all female taxfilers	000s	% of all male taxfilers	
1982	706.7	9.7	1,393.6	17.5	33.6
1983	823.4	11.3	1,505.8	18.8	35.4
1984	960.6	12.9	1,684.4	20.8	36.3
1985	1,085.5	14.2	1,807.4	21.9	37.5
1986	1,241.9	15.6	1,974.4	23.1	38.6
1987	1,364.2	16.5	2,119.5	24.1	39.2
1988	1,510.5	17.6	2,291.7	25.4	39.7
1989	1,690.9	19.1	2,470.6	26.7	40.6
1990	1,704.8	18.4	2,435.1	25.6	41.2
1991	1,928.8	20.3	2,688.8	28.1	41.8

Source: Revenue Canada, Taxation Statistics.

Table 4.7

Contributions to Registered Retirement Savings Plans, 1982-1991¹

	Women	Men	Women's contribution as % of men's
	\$		
1982	2,663	3,321	80.2
1983	2,614	3,304	79.1
1984	2,528	3,254	77.7
1985	2,595	3,292	78.8
1986	2,604	3,425	76.0
1987	3,624	3,459	75.9
1988	2,787	3,537	78.8
1989	2,670	3,521	75.8
1990	2,302	2,997	76.8
1991	2,306	3,318	69.4

¹ Excludes rollovers of eligible income to RRSPs.

Source: Revenue Canada, Taxation Statistics.

EDUCATION

One factor explaining the increased work force participation of women is higher levels of educational attainment. There has, for example, been dramatic growth in the proportion of women with post-secondary qualifications in the past several decades, although women are still less likely than men to have a university degree. This gap, however, is likely to narrow in the future as women currently make up the majority of students attending university.

Not surprisingly, there is a strong relationship between women's educational attainment and their labour force characteristics. Women with high levels of education are generally more likely than other women to be in the labour force and to be employed; conversely, they are less likely to work part-time or to be unemployed. Female university graduates also have much higher incomes on average than other women.

More with postsecondary training

There has been particularly sharp growth in the percentages of the women and men with post-secondary qualifications in the last decade. Between 1981 and 1993, the proportion of women aged 15 and over with a university degree rose from 7% to 11%, while the share with a diploma or certificate from a postsecondary institution other than a university more than doubled, rising from 11% to 23%. (Table 5.1)

In contrast, the proportion of women with low levels of educational attainment has declined. For example, the percentage of women with less than a Grade 9 education fell from 22% in 1981 to 13% in 1993, while the proportion who were either high school graduates or had attended but had not completed high school dropped from 53% to 44% in the same period.

The proportion of women with a university degree, though, is still lower than that of the male population. As of 1993, 11% of women aged 15 and over were university graduates, compared with 14% of men. This gap, however, is smaller than that recorded in 1981, when 7% of women, versus 11% of men, had a university degree.

On the other hand, there is currently no difference in the proportions of women and men with a certificate or diploma from a postsecondary institution other than a university. There is also little difference in the percentages of women and men who have less than a Grade 9 education.

Young women relatively better educated

Young women, though, tend to be better educated than their male counterparts, whereas the opposite is the case among older segments of the population. In 1993, 5% of women aged 15-24, compared with 3% of men in this age range, had a university degree. These young women were also more likely than their male counterparts, 16% versus 13%, to have a non-university certificate or diploma.¹ At the same time, women aged 15-24 were less likely than men in this age range either to have not completed high school or to have not attended high school at all. (Table 5.2)

In contrast, among people aged 45 and over, women were only about half as likely as men to have a university degree in 1993, 8% versus 14%, while women aged 25-44 were slightly less likely than men in this same age group to be university graduates.

Women majority in university

The overall difference in the proportions of women and men with a university degree is likely to close even further in the future since women currently make up the majority of students in Canadian universities. In the 1991-92 academic year, 54% of all university students were women, up from 49% in 1981-82 and 40% in 1972-73. (Table 5.3)

Women also make up the majority of students in most university faculties. In 1991-92, 69% of all students in both health-related programs and education, as well as 63% of those in fine/applied arts and 61% of those in the humanities, were women. Women also made up 57% of agricultural/biological science students and 54% of those in the social sciences. (Table 5.4)

At the same time, women make up much smaller shares of enrolment in mathematics and science faculties in which traditionally few women have participated. In 1991-92, only 28% of all students in mathematics/physical sciences and just 17% of those in engineering/applied sciences were women. Women as a proportion of engineering/applied science students, however, is up from 3% in 1972-73 and 10% in 1981-82. There has also been some growth in women's share of enrolment in mathematics/physical sciences since the early 1970s, although most of this increase occurred in the 1970s.

Women teaching in university

Women account for a small, but growing share of university faculty members. In 1991, there were 7,600 women teaching at Canadian universities, representing 21% of all university faculty. The latter figure is up from 15% in 1977. (Table 5.7)

As with enrolment figures, there is wide variation in the proportion of university teachers accounted for by women in different faculties, although women currently constitute a minority in all fields of study. In 1991, women represented close to 30% of all teachers in education, fine/applied arts, health-related and humanities faculties. They also made up around 20% of professors in both the social sciences and agricultural/biological sciences.

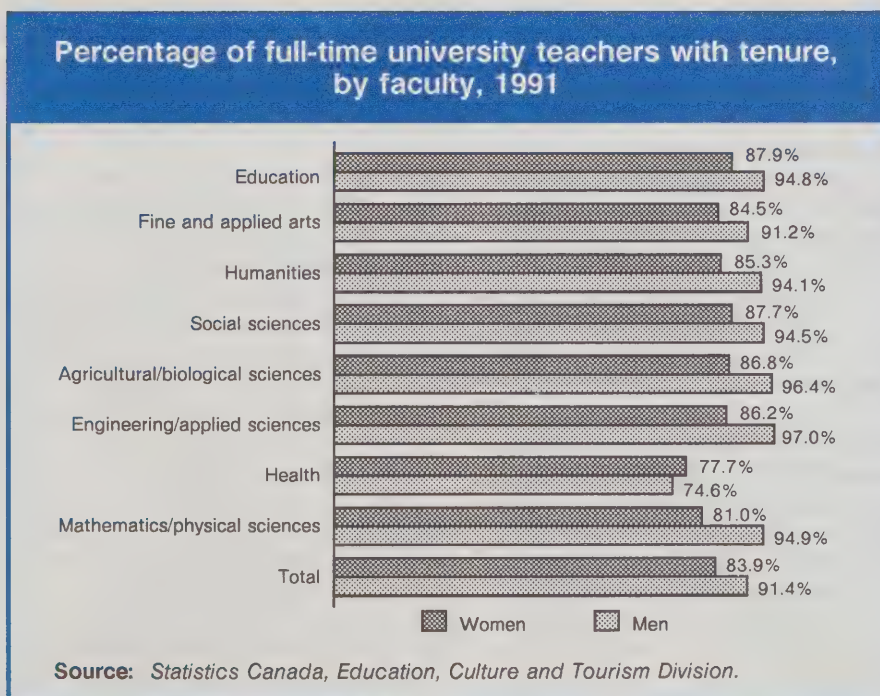
At the same time, women make up much smaller shares of teachers in faculties in which traditionally few women have taught. In 1991, only 7% of university mathematics/physical science professors and just 4% of those teaching engineering/applied sciences were women.

The large majority of women teaching at Canadian universities are in tenured positions, that is, they either have tenure or are in positions leading to tenure. In 1991, 84% of full-time female faculty were in these positions, up substantially from 53% in 1977. The proportion of full-time female faculty in tenured positions, however, is still somewhat below the figure for their male colleagues, 91% of whom were in such positions in 1991.

A substantial majority of female university teachers in all fields of study are in tenured positions. In 1991, the percentage of full-time female university instructors in tenured positions ranged from 88% in both education and the social sciences to 78% in health-related faculties.

Female university teachers, however, are less likely than their male colleagues to be in tenured positions in most faculties. The exception in 1991 was health-related programs, where 78% of full-time female professors, versus 75% of men, were in tenured positions. In the other faculties, the difference between the shares of female and male teachers with tenure ranged from around 7 percentage points in education, fine/applied arts, and the social sciences to 14 percentage points in mathematics/physical sciences. (Chart 5.1)

Chart 5.1



Fewer in graduate studies

While women make up the majority of university students, their share of enrolment declines the higher the level. In 1991-92, women made up 55% of all students in bachelor's and first professional degree programs, compared with 48% of those in master's programs and just 36% of those working towards their doctorates. All three of these figures, though, have increased substantially in the last two decades. Indeed, women's shares of enrolment at both the master's and doctoral levels are currently almost twice what they were in 1972-73, when women represented 27% of master's students and 19% of Ph.D candidates. (Table 5.3)

The fact that women are less well represented in graduate programs also holds in all faculties. For example, while female bachelor's and first professional degree students outnumber men in all faculties except engineering/applied sciences and mathematics/physical sciences, they represent the majority of doctoral candidates only in education. In fact, in 1991-92, women made up just 32% of Ph.D students in agriculture/biological sciences, 18% of those in mathematics/physical sciences, and 10% in engineering/applied sciences. (Table 5.5)

Women in community college

Women also make up the majority of students in community colleges. In 1990-91, 55% of all full-time students at these institutions were women. There has, however, been little change in women's share of community college enrolment since 1976-77, when they made up 53% of these students. (Table 5.6)

There is wide divergence in women's share of total enrolment in different fields of study at the college level. Women made up the vast majority of all full-time college students enrolled in secretarial science (97%), educational services (91%) and nursing (90%) in 1990-91. They also represented 72% of those in health sciences other than nursing, 70% of those in humanities, 64% of those in social sciences other than education, 59% in arts and sciences, 58% in fine/applied arts, and 53% in business and commerce programs other than secretarial science.

In contrast, women accounted for only 31% of full-time community college enrolment in both natural science/primary industry programs and mathematics/computer science. They also made up just 12% of those in engineering technologies and 11% of those in other technologies. As well, the proportion of total enrolment in mathematics/computer science programs accounted for by women has actually fallen quite substantially since 1981-82, while there have only been small increases in their share of enrolment in other technical programs.

Continuing education

A significant number of working women in Canada are taking courses designed to upgrade their job qualifications. In 1991, over 1.6 million working women, 30% of all women with jobs, were participating in some kind of education or training program for job-related reasons. (Table 5.8)

Most working women involved in training courses are enrolled in non-academic courses oriented to improving job-related skills. In fact, in 1991, 25% of all women in the paid work force were taking courses of this nature.

At the same time, nearly one-in-ten working women are taking courses designed to upgrade their academic qualifications. In 1991, 444,000 employed women, 8% of the total, were taking strictly academic courses.

As well, there was little difference in either the proportions of working women and men taking courses, or in the distribution of training programs participated in by women and men.

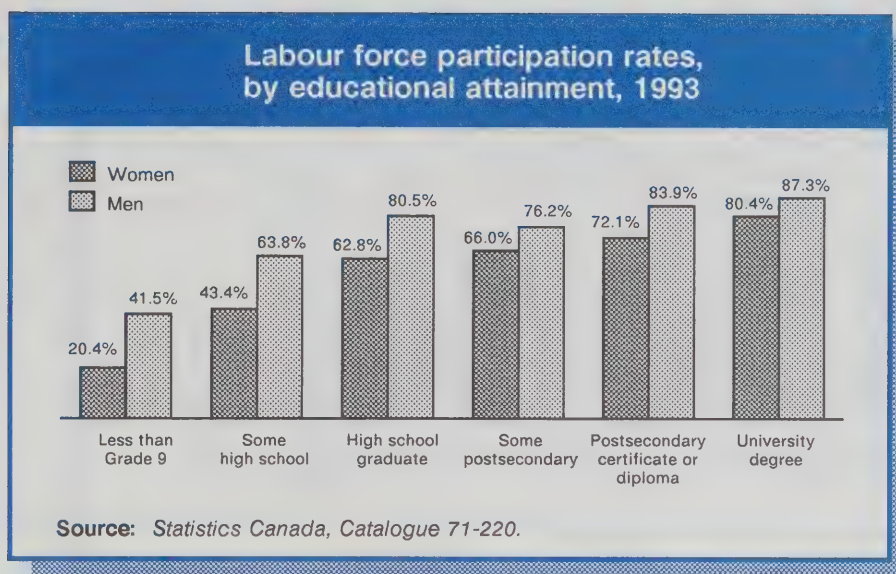
Labour force activity and educational attainment

As with the overall population, the labour force activity of women is highly related to their level of educational attainment. In 1993, 80% of all women with a university degree were labour force participants, as were 72% of those with a non-university certificate or diploma and 63% of high school graduates. In comparison, just 43% of women who had attended but had not completed high school and only 20% of those with less than a Grade 9 education were in the labour force. (Chart 5.2)

Much the same pattern appears for employment. In 1993, 76% of women with a university degree worked for pay or profit, as did 66% of those with a certificate or diploma from a community college, 59% of those with some postsecondary training and 56% of high school graduates. In contrast, the figure dropped to 37% for those who had attended but had not completed high school and to just 17% for those who had not gone beyond Grade 8. (Table 5.9)

As well, differences in educational attainment appear to have a greater relationship to the labour force activity of women than that of men. In 1993, for example, the percentage of women with less than a Grade 9 education who were in the labour force (20%) was less than half that of comparable men (42%), whereas there was a gap of just 7 percentage points in the participation rates of women (80%) and men (87%) with a university degree. (Chart 5.2)

Chart 5.2



There is a similar pattern for employment. Women with less than a Grade 9 education were about half as likely as men with a comparable education to be employed in 1993, while only a few percentage points separated the employment levels of women and men with various forms of postsecondary education. (Table 5.9)

It is significant to note, however, that young women with postsecondary training are more likely than their male contemporaries to be employed. In 1993, 74% of female university graduates aged 15-24 were employed, compared with 69% of men in this age range with degrees. In contrast, university-educated women over the age of 25 were considerably less likely than men in the same age groups to be part of the paid work force.

Education and part-time work

Women with high levels of educational attainment are also less likely than other women to work part-time. In 1993, 17% of employed women with a university degree and 23% of those with other postsecondary qualifications worked part-time. In comparison, 40% of those who had attended but had not completed high school and 31% of those who had less than a Grade 9 education worked part-time. (Chart 5.3)

Women, though, are considerably more likely than their male counterparts to work part-time whatever their educational qualifications. Women with a university degree, for example, were over three times more likely than male graduates to work part-time in 1993, while those with a non-university certificate or diploma were almost five times more likely than their male colleagues to be employed part-time.

Unemployment and education

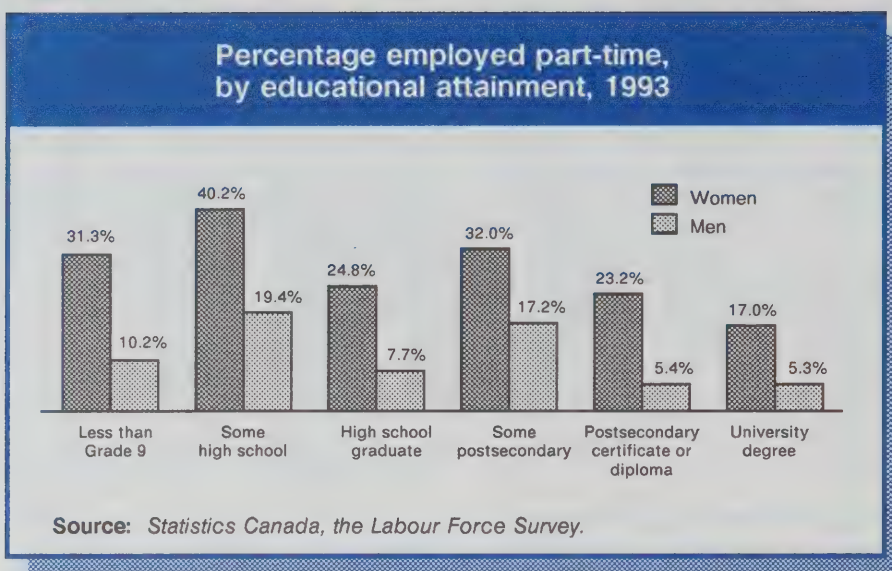
Again, as with the overall population, women who have graduated from a postsecondary institution generally have lower unemployment rates than other women. In 1993, 6.1% of female labour force participants with a university degree and 8.6% of those with a non-university certificate or diploma were unemployed. This compared with around 11% of those with either some postsecondary training or a high school diploma, and around 16% of those who had either attended but had not completed high school or had less than a Grade 9 education. (Table 5.10)

Women with a university degree, however, had a higher unemployment rate than similarly qualified men in 1993: 6.1% compared with 5.3%. In contrast, at all other levels of educational attainment, women were less likely to be unemployed.

Income and education

Also consistent with the pattern for the overall population, women with a university degree have considerably higher earnings than women with other educational qualifications. In 1992, female university graduates employed on a full-year, full-time basis earned an average of \$41,288. This compared with \$27,772 for women with a community college certificate or diploma, \$25,129 for high school graduates, and only around \$21,000 for those who had either attended but had not completed high school or had not gone beyond Grade 8. (Table 5.11)

Chart 5.3



The earnings of women, however, are considerably below those of men in all educational groups. In fact, the earnings of women with a university degree were still less than three-quarters (74%) those of male university graduates in 1992. Women with less than a Grade 9 education made 73% what comparable men did, while the figures for other educational groups ranged from 71% for both high

school and community college graduates to 67% for those who had attended but had not completed high school.

¹ Some caution should be used in interpreting these figures because many people in this age range have not yet completed their educations. However, as noted below, women also make up the majority of university students in Canada.

Table 5.1
Educational attainment of people aged 15 and over, 1981 and 1993

	Women		Men	
	1981	1993	1981	1993
	%			
Less than Grade 9	21.9	13.3	23.0	12.8
Grade 9-13 ¹ :	53.1	43.9	49.3	41.2
Some secondary school	...	20.9	...	21.5
High school graduate	...	23.0	...	19.7
Some postsecondary	7.4	8.8	8.3	8.9
Postsecondary certificate/diploma ²	11.1	23.1	9.0	23.0
University degree	6.5	10.9	10.5	14.1
Total	100.0	100.0	100.0	100.0
Total (000s)	9,374	10,955	8,994	10,437

¹ Detailed breakdown not available for this category in 1981.

² Includes trades certificate.

Source: Statistics Canada, Catalogues 71-220 and 71-529.

Table 5.2

Educational attainment, by age group, 1993

	People aged							
	15-24		25-44		45 and over		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Less than Grade 9	4.9	5.9	4.3	4.8	25.5	24.8	13.2	12.8
Some secondary school	35.6	39.8	13.9	15.6	21.9	19.4	20.9	21.5
High school graduate	20.4	20.9	26.4	22.4	20.6	16.2	23.0	19.7
Some postsecondary	17.7	16.8	9.1	8.9	5.0	5.1	8.8	8.9
Postsecondary certificate or diploma ¹	16.3	13.1	29.5	29.8	19.4	20.0	23.1	23.0
University degree	5.0	3.4	16.7	18.4	7.6	14.4	10.9	14.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

¹ Includes trades certificate.

Source: Statistics Canada, Catalogue 71-220.

Table 5.3

University enrolment of women, by level, 1972-73, 1981-82 and 1991-92

	1972-73			1981-82			1991-92		
	Women	%	Women as % of total	Women	%	Women as % of total	Women	%	Women as % of total
Bachelor's/first professional	146,230	92.7	42.6	219,095	89.8	50.1	325,629	88.8	55.3
Master's	8,902	5.6	26.7	20,748	8.5	40.8	32,260	8.8	48.4
Doctorate	2,630	1.7	19.4	4,223	1.7	31.1	8,630	2.4	35.8
Total ¹	157,762	100.0	40.4	244,066	100.0	48.6	366,519	100.0	54.0

¹ Includes those with no specialization.

Source: Statistics Canada, Education, Culture and Tourism Division.

Table 5.4

University enrolment of women, by field of study, 1972-73, 1981-82 and 1991-92

	1972-73			1981-82			1991-92		
	Women	%	Women as % of total	Women	%	Women as % of total	Women	%	Women as % of total
Education	33,410	21.2	56.2	45,017	18.4	67.0	58,667	16.0	68.9
Fine/applied arts	5,941	3.8	59.9	10,827	4.4	63.6	13,927	3.8	62.8
Humanities	19,427	12.3	48.1	23,506	9.6	58.8	45,366	12.4	61.0
Social sciences	24,388	15.4	28.9	66,371	27.2	44.8	117,798	32.1	53.5
Agricultural/biological sciences	8,873	5.6	40.4	12,512	5.1	52.2	22,036	6.0	56.6
Engineering/applied sciences	748	0.4	2.7	4,702	1.9	10.4	9,423	2.6	16.7
Medicine/health	10,257	6.5	51.2	17,021	7.0	63.1	25,977	7.1	69.3
Mathematics/physical sciences	4,148	2.6	19.1	8,154	3.3	26.3	10,962	3.0	27.9
Total ¹	157,762	100.0	40.4	244,066	100.0	48.6	366,519	100.0	54.0

¹ Includes those with no specialization.

Source: Statistics Canada, Education, Culture and Tourism Division.

Table 5.5

Women as a percentage of university enrolment, by level and field of study, 1991-92

	Bachelor's and first professional	Master's	Doctorate	Total ¹
	%			
Education	69.4	68.0	58.7	68.9
Fine/applied arts	63.3	60.4	43.7	62.8
Humanities	62.8	55.6	44.3	61.0
Social sciences	54.9	44.6	43.8	53.5
Agriculture/biological sciences	59.2	47.5	32.3	56.6
Engineering/applied sciences	17.2	16.4	10.3	16.7
Medicine/health	71.4	66.4	43.4	69.3
Mathematics/physical sciences	29.4	25.7	17.8	27.9
Total ¹	55.3	48.4	35.8	54.0

¹ Includes those with no specialization.

Source: Statistics Canada, Education, Culture and Tourism Division.

Table 5.6

Full-time community college enrolment¹ of women, by field of study, 1976-77, 1981-82 and 1990-91

	1976-77			1981-82			1990-91		
	Women	%	Women as % of total	Women	%	Women as % of total	Women	%	Women as % of total
Arts/science	648	0.8	63.2	982	1.0	68.6	2,785	2.3	59.3
Fine/applied arts	7,165	9.0	51.8	9,892	9.8	58.2	12,369	10.3	57.7
Humanities	1,616	2.0	73.7	1,802	1.8	73.7	1,936	1.6	69.6
Nursing	21,876	27.4	96.3	18,609	18.4	93.4	20,450	17.0	89.7
Other health sciences	7,018	8.8	76.8	6,599	6.5	74.8	8,459	7.0	72.0
Educational services	4,255	5.3	87.4	4,928	4.9	89.1	7,706	6.4	91.3
Other social sciences/ services	9,568	12.0	65.4	11,674	11.6	67.2	17,260	14.3	64.1
Secretarial science	9,821	12.3	99.5	12,277	12.2	99.6	12,367	10.3	96.5
Other business/ commerce	11,307	14.1	41.6	22,032	21.9	51.8	25,776	21.4	52.9
Mathematics/computer science	1,932	2.4	41.2	5,196	5.2	46.1	3,694	3.1	30.6
Engineering technologies	1,228	1.5	7.3	2,095	2.1	9.3	2,700	2.2	12.2
Other technologies	1,213	1.5	8.5	1,481	1.4	8.0	1,793	1.4	10.9
Natural sciences/ primary industries	1,818	2.3	24.2	3,001	3.0	28.3	2,941	2.4	31.4
Total ²	79,923	100.0	53.4	100,760	100.0	52.9	120,501	100.0	54.6

¹ Refers to enrolment in career programs only.² Includes other and not reported.

Source: Statistics Canada, Education, Culture and Tourism Division.

Table 5.7

Women as a percentage of full-time university teachers, by tenure and field of study, 1977 and 1991

	1977			1991		
	Women	Women as % of faculty	% of women teachers with tenure	Women	Women as % of faculty	% of women teachers with tenure
Education	757	23.3	48.2	895	29.7	87.9
Fine/applied arts	272	20.6	46.7	427	27.7	84.5
Humanities	1,098	18.3	59.7	1,570	26.0	85.3
Social sciences	998	12.8	52.7	1,982	21.0	87.7
Agricultural/biological sciences	380	16.2	62.4	491	18.2	86.8
Engineering/applied sciences	29	1.2	48.3	123	4.2	86.2
Health	1,048	23.3	50.2	1,622	26.8	77.7
Mathematics/physical sciences	167	3.9	44.9	352	7.2	81.0
Total	4,781	14.9	53.1	7,563	20.5	83.9

Source: Statistics Canada, Education, Culture and Tourism Division.

Table 5.8

Participation in education or training programs for job-related reasons, 1991

	Women		Men	
	000s	As % of all employed	000s	As % of all employed
Academic programs	444	8	437	7
Other courses	1,339	25	1,553	24
Total	1,648	30	1,862	29

Source: Statistics Canada, Adult Education and Training Survey.

Table 5.9

Percentage employed, by age group and educational attainment, 1993

	People aged							
	15-24		25-44		45 and over		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Less than Grade 9	22.0	30.2	37.4	59.9	13.3	29.7	17.0	34.6
Some secondary school	36.2	40.2	51.3	72.9	27.4	46.6	36.5	52.6
High school graduate	60.0	66.1	68.1	82.9	38.6	56.0	55.9	71.1
Some postsecondary	58.0	56.4	68.0	80.9	42.2	57.5	58.5	67.2
Postsecondary certificate or diploma ¹	71.6	67.6	76.7	85.6	47.6	60.9	65.9	75.4
University degree	74.2	68.6	82.1	90.2	61.3	73.6	75.5	82.7
Total	51.9	52.3	69.3	82.2	33.3	51.2	51.4	64.7

¹ Includes trades certificate.

Source: Statistics Canada, Catalogue 71-220 and the Labour Force Survey.

Table 5.10

Unemployment rates, by educational attainment, 1975-1993

	1975		1985		1989		1993	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Less than Grade 9	10.0	7.6	13.7	12.7	11.4	10.9	16.3	16.6
Grade 9-13 ¹ :	9.1	7.2	12.4	12.2	9.2	8.6	12.8	14.4
Some secondary school	...	...	...	...	...	...	15.9	17.5
High school graduate	...	...	...	...	...	...	10.9	11.7
Some postsecondary	7.4	5.8	9.7	9.4	7.8	6.8	11.3	11.8
Postsecondary certificate or diploma ²	5.2	3.6	7.6	7.4	5.7	4.7	8.6	10.2
University degree	4.9	2.2	5.8	4.4	4.2	3.4	6.1	5.3
Total	8.1	6.2	10.7	10.3	7.9	7.3	10.6	11.7

¹ Detailed breakdown not available for this category until 1990.

² Includes trades certificate.

Source: Statistics Canada, Catalogues 71-220 and 71-529.

Table 5.11

Average annual earnings, by educational attainment, 1992

	Full-time, full-year workers		Other workers		All earners	
	Women's earnings	As % of those of men	Women's earnings	As % of those of men	Women's earnings	As % of those of men
	\$		\$		\$	
Less than Grade 9	20,580	73.4	7,785	65.9	12,824	61.7
Some secondary school	21,216	67.3	6,069	68.9	11,170	56.0
High school graduate	25,129	71.1	9,548	74.4	17,977	64.0
Some postsecondary	24,745	68.8	7,490	76.8	14,377	63.5
Postsecondary certificate or diploma	27,772	71.0	11,432	72.7	20,510	63.4
University degree	41,288	74.2	14,189	83.2	32,178	67.3
Total	28,350	71.8	9,297	76.5	18,923	63.8

Source: Statistics Canada, Catalogue 13-217.

WORK AND FAMILY RESPONSIBILITIES

One of the most dramatic trends in Canada has been the growth in the work force activity of married women, especially those with children. However, even when employed, women still bear most of the responsibility for their families. Women who are part of the paid work force continue to spend considerably more time than their spouses on unpaid domestic work, while their work patterns are much more likely than those of men to be affected by family demands. In this context, the provision of paid maternity leave and the availability of accessible, affordable child care are still very important issues for women.

Marital status

Trends in the labour force activity of married women have been quite distinct from those of other women over the last decade. The proportion of married women in the labour force rose sharply between 1981 and 1989, and then continued to grow, albeit slowly, during the recession in the early part of the 1990s. In comparison, the labour force participation rates of both single and separated/divorced women rose much more slowly in the 1981-1989 period, and have actually dropped significantly since the late 1980s. (Table 6.1)

There have been similar trends in the employment of married and other women. In the period 1981-1989, the proportion of married women who were part of the paid work force rose nine percentage points, compared with increases of four percentage points for single women and just one percentage point for separated/divorced women. In contrast, during the 1990s, there has been little change in the proportion of married women with jobs outside the home, whereas there have been sharp declines in employment among women in other marital groups. (Table 6.2)

As a result of these changes, there is currently little difference in either the labour force participation rate or the employment levels of women depending on their marital status. This is in sharp contrast to the early 1980s, when married women were considerably less likely than single or separated/divorced women to be in the labour force or to be employed.

As well, in all marital categories, women are less likely than men to be in the labour force or to be employed. The differences between the labour force

participation rates and employment levels of women and men, however, have generally declined over the last decade, with the largest drop occurring among married people.

Work force activity of women with children

There has also been very rapid growth in the labour force activity of women with children in the past decade. In 1993, 70% of women with children less than age 16 were in the labour force, up from 55% in 1981. (Table 6.3)

Most of the increase in the labour force participation of women with children in the last decade was accounted for by growth in employment. Between 1981 and 1993, the proportion of mothers employed outside the home rose from 49% to 63%. (Table 6.4)

This pattern held even for women with young children. By 1993, over half (54%) of women with children less than age 3 were part of the paid work force, up from 39% in 1981. In the same period, the proportion of women with youngest child aged 3-5 working outside the home rose from 47% to 59%.

Women with pre-school-aged children, though, are still somewhat less likely than those with school-aged children to be in the labour force or to be employed. As well, whatever the age of their children, women are considerably less likely than men with children to be in the labour force or to be employed. In fact, the age of their children makes no difference to the labour force participation rate or employment levels of men with children.

Mothers working part-time

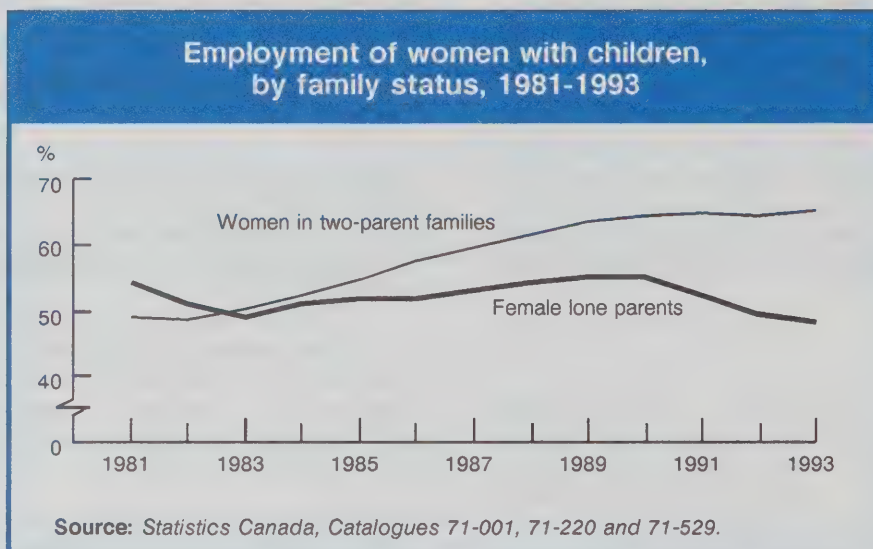
Women with children are somewhat more likely than other women to work part-time. In 1993, 28% of employed women with children less than age 16 worked part-time, compared with 20% of women without children less than age 16 living at home. (Table 6.6)

As well, significant proportions of employed women with children work part-time whatever the age of their children. In 1993, 31% of employed women with youngest child aged 3-5 were employed part-time, as were 28% of those with children less than age 3 and 26% of those whose youngest child was aged 6-15.

Labour force characteristics of female lone parents

Female lone parents are considerably less likely than women in two-parent families with children to be employed outside the home. In 1993, 48% of female lone parents with children less than age 16 were employed, compared with 65% of mothers in two-parent families. (Chart 6.1)

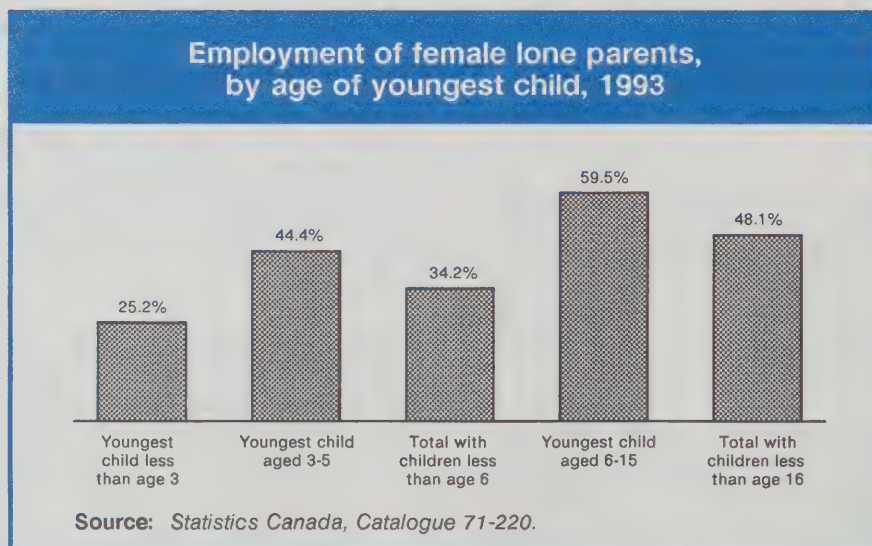
Chart 6.1



In fact, the proportion of female lone parents with jobs in 1993 (48%) was 6 percentage points lower than it was in 1981, when 54% of these women were part of the paid work force. This decline can be traced largely to substantial drops in employment levels among lone mothers during the recessions in both the 1981-1983 period and the early 1990s, a trend contrary to that for women in two-parent families.

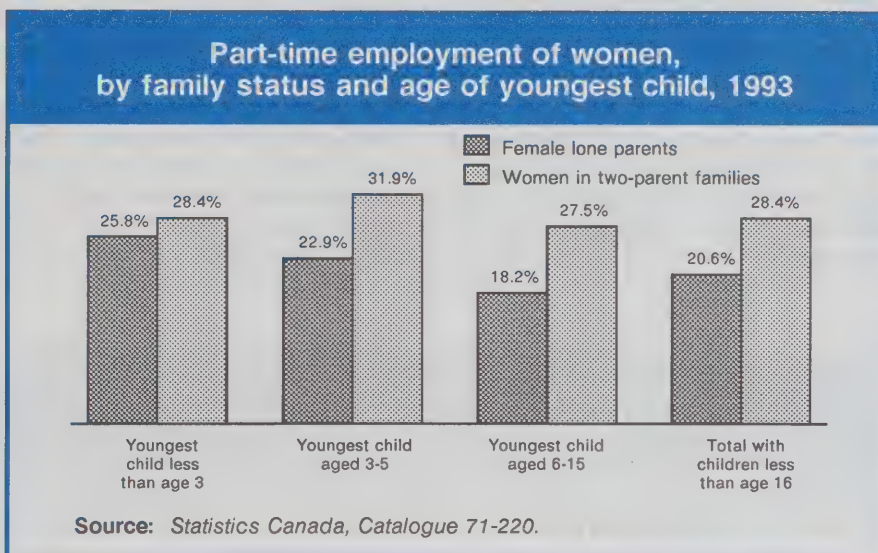
The employment of female lone parents is also very much influenced by the presence of young children. In 1993, just 25% of these women with children less than age 3 and 44% of those whose youngest child was aged 3-5 were employed; this compared with 60% of those whose youngest child was aged 6-15. (Chart 6.2)

Chart 6.2



Female lone parents, though, are less likely than women in two-parent families to work part-time. In 1993, 21% of employed female lone parents with children less than age 16 worked part-time, versus 28% of their counterparts in two-parent families. (Chart 6.3)

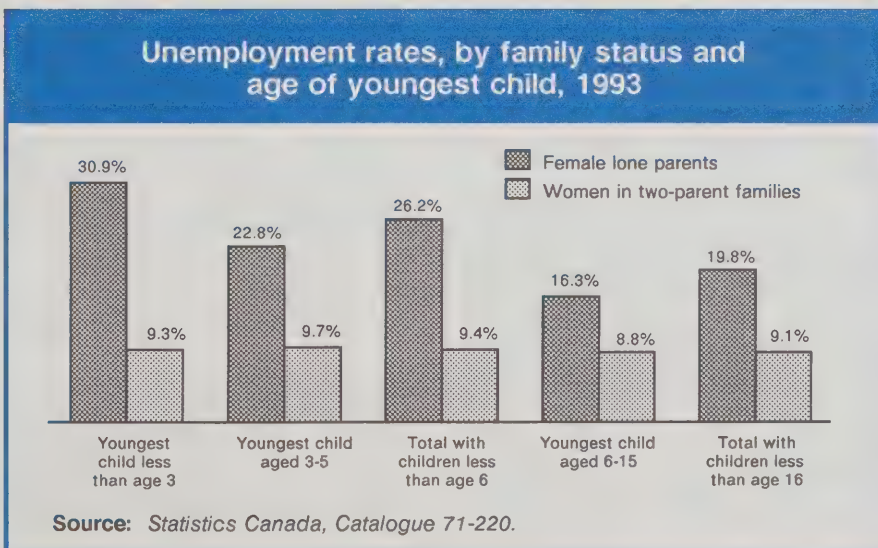
Chart 6.3



Unemployment is much higher among female lone parents than among women in two-parent families with children. In 1993, 19.8% of female lone parents with children less than age 16 were unemployed, compared with just 9.1% of their counterparts with partners. (Chart 6.4)

Female lone parents with young children have especially high unemployment rates. In 1993, 30.9% of these women with children less than age 3 and 22.8% of those whose youngest child was aged 3-5 were unemployed. In contrast, the comparative figures for women in two-parent families were both less than 10%.

Chart 6.4



Contribution to family income

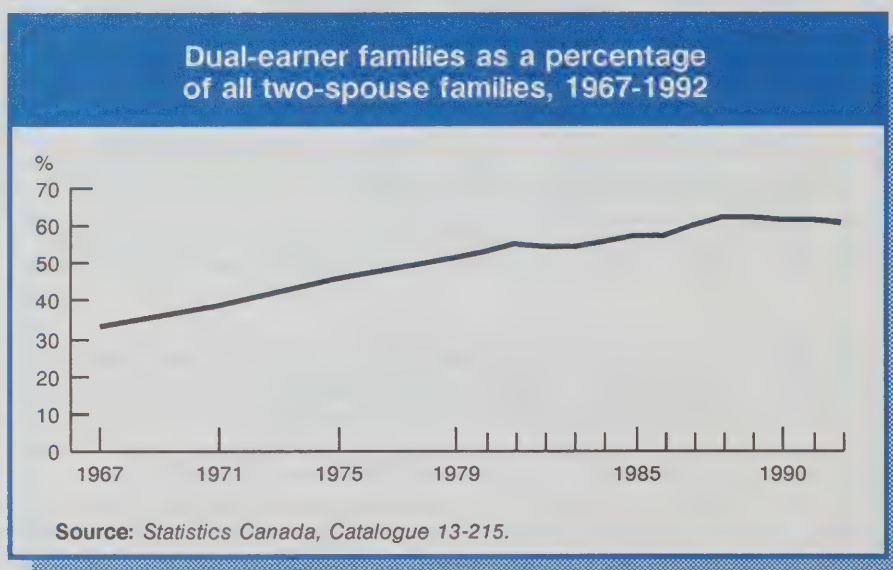
One result of the growth in work force activity of married women, including those with children, is that these women are making an increasingly important contribution to the income of their families. Indeed, in 1992, dual-earner families made up 61% of all two-spouse families, up from just 33% in 1967. (Chart 6.5)

At the same time, the share of women's contribution to family income within dual-earner families has also risen. The earnings of wives made up 31% of income from all sources in these families in 1992, compared with 26% in 1967.¹

Still responsible for housework and child care

Women who are active in the workplace also devote considerable amounts of time to unpaid household work. In 1992, employed women with a spouse and at least one child less than age 5 spent 5.3 hours per day³ on household activities, including domestic work, primary child care and shopping. At the same time, employed women with a spouse and youngest child aged 5 and over devoted 4.4 hours per day to these activities, while the figure for those without children was 3.7 hours per day. All these figures were around 2.0 hours more per day than those for men. (Table 6.8)

Chart 6.5



The impact of women's contribution to family income is also reflected in the fact that in 1992, dual-earner families had an average income of \$67,352, compared with only \$47,817 in single-earner husband-wife families.¹

The number of earners in a household is also critical to lone-parent families headed by women. In 1992, lone-parent families headed by women less than age 65 with no earners had an average income of just \$13,721. As a result, almost all of these families, 96% in 1992, had incomes below Statistics Canada's Low Income Cut-offs.² (Table 6.7)

Female-headed lone-parent families with one earner do somewhat better; still, in 1992, their average income was only \$27,149, and 40% were classified as having low incomes.

Much time on domestic work and child care

Domestic work activities such as cooking, cleaning and laundry make up the largest component of the total unpaid work time of women employed outside the home. In 1992, employed women with a spouse and children spent around 2.5 hours per day on these activities. This was about an hour more per day than men with spouses devoted to these tasks.

Women active in the paid work force also devote considerable amounts of time to child care activities,⁴ although this varies depending on the age of the children. Employed women with a spouse and at least one child less than age 5 spent 2.2 hours per day on primary child care activities, while mothers with older children spent only 0.7 hours per day on

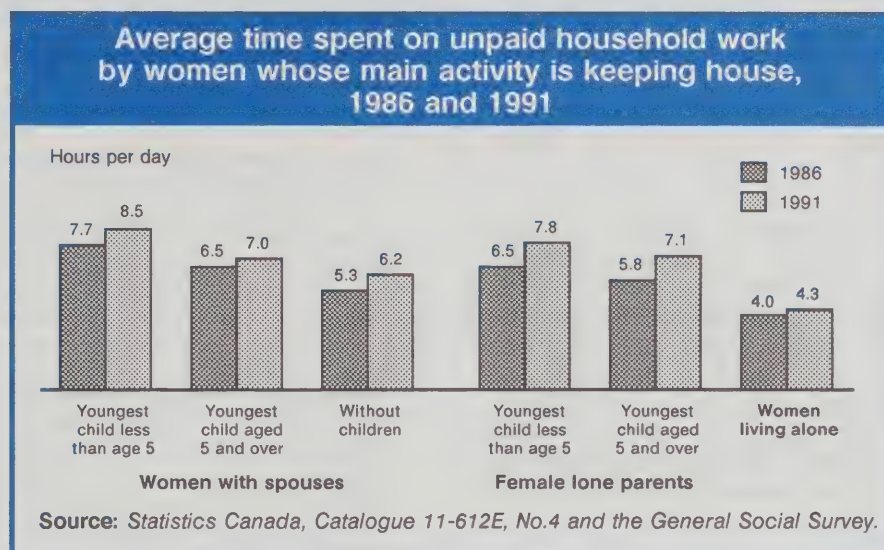
Homemaker's work

For many women, especially those with children, looking after the household is their main work activity. In fact, most female homemakers spend more time on unpaid household activities than employed people do at their jobs. These women, however, are not currently included in national labour market surveys.

Among women whose main activity was keeping house, those in two-parent families with pre-school-aged children spent 8.5 hours per day doing unpaid household work in 1992, while the figures were 7.8 hours for lone mothers with young children and around 7.0 hours per day for women in both two-parent and lone-parent families with youngest child aged 5 and over. (Table 6.9)

As well, the amounts of time women whose main activity is keeping house spend on unpaid household work have increased in recent years. Female lone parents, for example, spent close to an hour and a half more per day on these activities in 1991 than they did in 1986, while there were increases of between a half an hour and an hour per day among women in two-parent families with children. (Chart 6.6)

Chart 6.6



primary child care. For both groups, however, the amount of time women devoted to child care was roughly double the total for men with spouses and children.

Children in day care

There has been a substantial increase in the number of day care spaces available to working women and their children in the last decade. By 1992, there were a total of just over 350,000 supervised day care spaces in Canada, over three times the number in 1980. (Table 6.10)

The rate of increase in the number of day care spaces, however, has slowed in recent years. In the 1989-1992 period, the number of such spaces rose 5.6% per year, compared with 10.7% per year between 1987 and 1989 and 15.6% in the years 1982-1986.

Despite the overall increase, the number of day care spaces currently available still meets only a portion of the child care requirements of Canadian families. In 1990, 28% of all children under the age of 6 receiving care were in a regular day care centre, while another 3% were in workplace centres. (Table 6.11)

Most in informal care

The majority of children in care are looked after through less formal arrangements, with the largest share cared for by sitters, nannies or neighbours. In 1990, 43% of all children in care were looked after at the home of a sitter or neighbour, while 25% received care at home from a sitter or nanny.

Relatives also play an important child care role. In 1990, 13% of all children in care went to a grandparent's home and 9% were cared for in their own home by a grandparent. Another 8% went to the home of other relatives, while the same percentage were cared for at home by a relative other than a grandparent.

Absences from work

Women active in the paid work force are almost three times as likely as employed men to be absent from work because of personal or family responsibilities. During an average week in 1993, 3.6% of all women employed full-time, versus 1.1% of their male counterparts, lost some time from work for these reasons. (Table 6.12)

As well, the average number of days of work lost annually because of personal or family responsibilities has jumped quite dramatically among women over the past decade. In 1993, female workers missed an average of 6.7 days due to these commitments, up from 4.2 days in 1985 and 2.9 days in 1980. Employed men, on the other hand, were absent from work for less than a day in 1993 because of personal or family responsibilities, a figure which is up only marginally from 1980.⁵

Maternity benefits

Another important issue facing many women in Canada is the availability of maternity leave.⁶ In 1991, there were 164,000 ended maternity absences from work in Canada, almost double the number in 1980.⁷ Overall, there were 3.9 ended maternity absences for every 100 employed women aged 15-44 in 1991, up from 2.7% in 1980. (Table 6.13)

The large majority of maternity absences are paid. In 1991, 89% of all ended maternity absences

received some form of monetary compensation. This was up from 77% in 1980. However, the 1991 figure was also down slightly from 1986 and 1987, when the incidence of paid maternity absences had risen to 92%.

Unemployment Insurance benefits are the most common form of maternity leave compensation. In 1991, 77% of women on compensated maternity leave received only UI benefits. Another 17% received UI benefits accompanied by other forms of compensation such as group insurance benefits or employer top-ups, while the remaining 6% received only benefits other than UI. (Table 6.14)

There have, however, been some shifts in the percentages of women receiving benefits from these various sources. For instance, the share of women receiving unemployment insurance in combination with other sources has more than doubled since 1980, while fewer women are relying solely on either unemployment insurance or alternate forms of compensation.

¹ Source: Statistics Canada, Catalogue 13-215.

² Includes families that usually spend 56.2% or more of their income on food, shelter and clothing. These limits also vary by size of family and size and area of residence. These figures, however, are not intended as a measure of poverty.

³ Figures are averaged over a seven-day week.

⁴ It should be noted that the time use information discussed in this section includes only the respondent's main or primary activity at any one time. To the extent that many household activities such as child care are actually done simultaneously with other activities, it is likely that time devoted to these activities is underreported.

⁵ For more information on this topic see "Absences from Work Revisited," by Ernest B. Akyeampong, in **Perspectives on Labour and Income**, Statistics Canada, Catalogue 75-001, Spring 1992.

⁶ For more information about maternity leave, see "On Maternity Leave," by Joanne Moloney, in **Perspectives on Labour and Income**, Statistics Canada, Catalogue 75-001, Preview Edition, 1989; and "Maternity Leave," also by Joanne Moloney, in **Canadian Social Trends**, Statistics Canada, Catalogue 11-008E, Autumn 1989.

⁷ These data include the total number of maternity absences over the course of the year. As such, they differ from figures in Section 3 which report the average monthly number of women receiving maternity Unemployment Insurance benefits.

Table 6.1

Labour force participation rates, by marital status, 1981-1993

	Single		Married		Separated/ divorced		Widowed		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
	%									
1981	64.7	71.3	50.6	83.4	64.3	79.5	18.5	26.5	51.7	78.4
1982	63.4	69.0	51.2	82.2	64.4	79.3	17.3	26.1	51.7	77.0
1983	64.1	69.5	52.3	81.7	64.2	77.3	17.2	27.4	52.6	76.7
1984	64.8	70.3	54.0	81.2	64.8	76.8	16.4	27.6	53.6	76.6
1985	65.8	71.3	55.1	80.8	65.0	77.5	16.4	27.4	54.6	76.6
1986	66.1	72.3	56.5	80.3	63.1	77.6	15.1	26.1	55.3	76.6
1987	67.1	73.9	57.6	79.5	64.6	77.7	16.0	26.4	56.4	76.6
1988	67.9	74.1	59.1	79.5	65.4	77.3	14.1	23.9	57.4	76.6
1989	68.2	75.2	59.9	79.1	66.7	76.5	14.2	24.9	57.9	76.7
1990	68.1	74.1	60.9	78.6	65.5	74.4	14.1	21.5	58.4	75.9
1991	66.5	72.7	61.4	77.5	64.0	75.6	13.4	22.2	58.2	74.8
1992	65.2	71.0	61.0	76.8	63.2	73.1	13.1	21.0	57.6	73.8
1993	63.6	70.3	61.4	76.3	61.9	73.7	13.1	22.6	57.5	73.3

Source: Statistics Canada, Catalogues 71-220 and 71-529.

Table 6.2

Percentage employed, by marital status, 1981-1993

	Single		Married		Separated/ divorced		Widowed		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
	%									
1981	58.1	61.8	46.8	79.7	58.9	72.1	17.5	24.8	47.4	72.9
1982	55.1	55.4	46.2	76.0	56.5	68.7	16.1	23.6	46.1	68.5
1983	55.3	55.0	46.8	74.9	55.5	64.0	15.7	24.7	46.5	67.5
1984	56.4	57.0	48.4	74.9	56.2	65.4	14.9	24.9	47.6	68.0
1985	58.1	58.8	49.6	75.1	56.5	65.6	15.0	24.7	48.8	68.7
1986	58.6	60.9	51.4	75.1	55.8	67.5	13.9	24.1	49.9	69.5
1987	60.4	63.6	52.6	74.8	57.6	68.6	14.2	24.4	51.2	70.1
1988	62.0	65.1	54.4	75.4	59.1	69.1	13.1	22.4	52.6	70.9
1989	62.4	66.1	55.5	75.2	60.2	68.9	13.3	22.7	53.3	71.1
1990	61.9	64.3	56.4	74.1	58.9	66.0	13.1	19.6	53.7	69.8
1991	59.0	60.2	55.9	71.4	56.4	65.2	12.2	19.7	52.6	66.7
1992	57.0	57.4	55.4	70.2	55.0	61.0	11.6	18.3	51.6	65.0
1993	55.1	57.4	55.8	69.8	53.1	61.5	11.8	20.3	51.4	64.7

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 6.3

Labour force participation rates of women with children, by age of youngest child, 1981-1993

	1981	1983	1985	1987	1989	1991	1993
	%						
All families with youngest child:							
Less than 3 years	44.4	48.9	54.2	57.5	59.7	61.5	61.1
3-5 years	52.4	55.6	59.8	63.4	65.8	68.2	67.2
Total less than 6 years	47.5	51.5	56.4	59.9	62.1	64.0	63.4
6-15 years	61.2	62.0	66.1	70.7	74.8	76.2	76.4
Total less than 16 years	54.5	56.9	61.4	65.4	68.6	70.2	69.9
Two-parent families with youngest child:							
Less than 3 years	44.7	49.3	54.8	58.8	61.7	63.7	64.4
3-5 years	51.4	55.6	59.7	63.4	66.7	69.9	69.2
Total less than 6 years	47.1	51.5	56.7	60.6	63.5	66.0	66.2
6-15 years	60.2	61.4	65.6	70.5	75.1	77.0	77.4
Total less than 16 years	53.6	56.4	61.1	65.6	69.2	71.4	71.7
Lone-parent families with youngest child:							
Less than 3 years	41.7	44.3	47.4	42.6	40.1	41.4	36.5
3-5 years	59.6	56.5	59.9	63.0	60.6	59.5	57.5
Total less than 6 years	51.3	51.0	54.0	52.8	50.6	50.1	46.4
6-15 years	67.8	65.5	69.2	71.5	74.0	72.1	71.1
Total less than 16 years	61.5	60.0	63.4	64.0	64.4	62.7	59.9

Source: Statistics Canada, Catalogues 71-220 and 71-529, and the Labour Force Survey.

Table 6.4

Percentage of women with children employed, by age of youngest child, 1981-1993

	Youngest child less than age 3	Youngest child aged 3-5	Total with youngest child less than age 6	Youngest child aged 6-15	Total with children less than age 16	Total without children less than age 16 living at home
	%					
1981	39.1	46.8	42.0	56.6	49.4	44.5
1982	39.2	46.3	41.9	55.4	48.8	44.0
1983	41.7	47.8	44.1	55.2	49.7	44.1
1984	44.1	49.2	46.1	57.5	52.0	45.1
1985	46.6	52.1	48.7	59.0	54.0	45.6
1986	49.2	54.5	51.3	61.9	56.7	46.3
1987	50.4	56.3	52.8	64.0	58.5	47.2
1988	51.7	58.3	54.3	66.7	60.6	48.7
1989	52.8	59.5	55.4	69.1	62.3	49.2
1990	53.3	59.5	55.7	70.2	63.1	50.1
1991	54.3	60.1	56.5	69.0	62.9	49.3
1992	53.6	59.4	55.8	68.0	61.9	49.0
1993	54.4	59.4	56.3	68.8	62.5	49.1

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 6.5

Part-time employment, by marital status, 1981-1993

	Single		Married		Separated/ divorced		Widowed		Total	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
	%									
1981	25.2	18.6	25.2	1.9	10.6	3.1	23.4	9.7	24.2	6.3
1982	27.1	20.4	25.8	2.4	11.0	3.2	24.1	8.8	25.1	6.9
1983	28.4	21.7	26.7	2.8	14.1	4.6	23.4	11.9	26.1	7.6
1984	29.1	21.4	25.6	2.7	13.1	4.1	25.0	11.7	25.7	7.6
1985	29.8	21.1	26.1	2.7	13.1	4.0	23.2	9.6	26.1	7.6
1986	29.9	21.6	25.4	2.8	13.1	3.5	21.8	9.7	25.7	7.8
1987	29.8	20.4	24.5	2.7	12.4	4.1	25.4	7.0	25.1	7.6
1988	29.4	20.8	25.0	2.6	12.4	3.3	25.2	11.4	25.2	7.7
1989	29.7	20.7	23.9	2.7	12.1	3.8	24.5	11.3	24.5	7.7
1990	30.0	21.9	23.3	2.8	13.7	4.1	25.3	11.6	24.4	8.1
1991	32.3	23.4	24.2	3.4	13.4	4.7	28.2	12.2	25.5	8.8
1992	33.7	24.4	24.4	3.7	13.4	5.0	25.1	14.3	25.9	9.3
1993	35.1	25.4	24.4	3.9	17.1	5.2	24.9	16.0	26.4	9.7

Source: Statistics Canada, the Labour Force Survey.

Table 6.6

Part-time employment of women, by age of youngest child, 1981-1993

	1981	1983	1985	1987	1989	1991	1993
	%						
Youngest child:							
Less than age 3	33.2	33.8	31.8	32.4	32.2	32.1	28.3
Aged 3-5	31.8	33.2	31.6	29.5	28.8	30.9	30.7
Total less than age 6	32.6	33.4	31.7	31.2	30.9	31.6	29.2
Aged 6-15	27.2	29.2	28.0	25.1	24.4	25.0	26.1
Total less than age 16	29.4	31.0	29.7	27.8	27.2	27.9	27.5
Women without children less than age 16 living at home	18.4	20.2	20.3	19.4	18.9	19.4	20.2

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529.

Table 6.7

Average income and incidence of low income for selected family types, by number of earners, 1992

	% of all families	Average income	% with low income
		\$	
All families:			
No earner	15.3	26,967	35.5
One earner	22.8	40,322	20.5
Two earners	45.2	60,794	5.5
Three or more earners	16.7	77,075	4.1
Total	100.0	53,676	13.3
Non-elderly two-parent families with children less than age 18			
No earner	1.9	16,791	89.7
One earner	19.5	43,511	23.3
Two earners	57.8	62,023	5.7
Three or more earners	20.9	74,912	5.4
Total	100.0	60,246	10.7
Female lone-parent families			
No earner	35.0	13,721	95.9
One earner	49.3	27,149	40.4
Two or more earners	15.7	37,474	23.4
Total	100.0	24,077	57.2

Source: Statistics Canada, Catalogue 13-207 and the Survey of Consumer Finances.

Table 6.8

Average time spent on selected activities by employed women and men, by family status, 1992

	Total productive activity ¹	Total paid work/education	Total unpaid work ²	Domestic work	Primary child care	Shopping/services	Personal care	Free time
	Hours per day ³							
Those w/children less than age 5 ⁴								
Female lone parents	9.3	4.8	4.5	1.6	1.8	0.8	10.0	4.8
Women w/spouse	10.6	5.4	5.3	2.4	2.2	0.6	10.0	3.4
Men w/spouse	10.2	6.8	3.4	1.4	1.2	0.6	9.6	4.1
Those w/children aged 5 and over ⁵								
Female lone parents	9.6	5.6	3.9	2.0	0.7	1.0	10.2	4.2
Women w/spouse	9.9	5.4	4.4	2.6	0.7	0.8	10.2	4.0
Men w/spouse	9.3	6.6	2.8	1.5	0.3	0.6	9.9	4.8
Those w/o children								
Women w/spouse	9.9	6.3	3.7	2.6	0.1	0.9	10.3	3.8
Men w/spouse	8.9	7.3	1.6	1.0	0.0	0.6	10.0	5.1

¹ Includes paid work, education and unpaid work; subtotals may not add due to rounding.² Includes domestic work, primary child care, and shopping and services.³ Figures averaged over a seven-day week.⁴ At least one child less than age 5.⁵ Youngest child aged 5 and over.

Source: Statistics Canada, the General Social Survey, 1992.

Table 6.9

Average time spent on selected activities by women keeping house, by family status, 1992

	Total productive activity ¹	Total paid work/ education	Total unpaid work ²	Domestic work	Primary child care	Shopping/ services	Personal care	Free time
Hours per day ³								
Those w/children less than age 5 ⁴								
Female lone parents	8.0	0.1	7.8	3.2	3.7	0.6	10.0	6.1
Women w/spouse	9.1	0.6	8.5	3.9	3.2	0.9	10.4	4.5
Those w/children aged 5 and over ⁵								
Female lone parents	7.3	0.1	7.1	4.2	1.4	1.0	10.9	5.8
Women w/spouse	7.8	0.8	7.0	4.2	1.2	1.1	10.7	5.5
Those w/o children								
Women living alone	4.4	0.1	4.3	3.4	...	0.8	11.9	7.7
Women w/spouse	6.4	0.2	6.2	4.5	...	1.2	10.6	7.0

¹ Includes paid work, education and unpaid work; subtotals may not add due to rounding.² Includes domestic work, primary child care, and shopping and services.³ Figures averaged over a seven-day week.⁴ At least one child less than age 5.⁵ Youngest child aged 5 and over.

Source: Statistics Canada, the General Social Survey, 1992.

Table 6.10

Supervised day care spaces, by type, 1971-1992

	Regular day care	Family day care	Total
1971	16,791	600	17,391
1975	65,281	4,671	69,952
1980	98,238	10,903	109,141
1982	109,535	14,427	123,962
1983	123,292	15,778	139,070
1984	149,965	21,689	171,654
1985	169,751	22,623	192,374
1986	197,802	22,715	220,517
1987	216,685	26,860	243,545
1988	232,787	30,839	263,626
1989	259,891	38,192	298,083
1990	282,465	38,159	320,624
1991	292,338	40,744	333,082
1992	302,790	47,890	350,680

Source: Health and Welfare Canada, Status of Day Care in Canada.

Table 6.11

Families with children less than age 6 receiving child care, by type of care, 1990

Families with children less than age 6		
	000s	%
Receiving child care on a regular basis	1,329.7	45
Receiving child care outside the home in:		
Workplace day care	43.6	3
Non-work day care	375.4	28
Sitter or neighbour's home	566.6	43
Grandparent's home	169.1	13
Another relative's home	108.1	8
Other arrangement	21.1	2
Receiving care in home of:		
Grandparent	123.2	9
Another relative	102.8	8
Sitter or nanny	326.1	25
Other arrangement	26.0	2

Source: Statistics Canada, the General Social Survey, 1990.

Table 6.12

Absences from work due to personal or family responsibilities, 1980-1993

	Women		Men	
	Average days lost per year	% losing time per week	Average days lost per year	% losing time per week
1980	2.9	2.1	0.7	1.1
1981	3.2	2.2	0.7	1.1
1982	3.1	2.2	0.7	1.1
1983	3.8	2.5	0.8	1.2
1984	4.2	2.7	0.8	1.2
1985	4.2	2.8	0.8	1.1
1986	4.4	2.7	0.8	1.2
1987	4.3	2.7	0.8	1.1
1988	4.7	3.0	0.9	1.3
1989	5.1	3.3	0.9	1.4
1990	5.2	3.3	0.9	1.3
1991	5.6	3.7	0.9	1.1
1992	6.0	3.2	0.8	1.0
1993	6.7	3.6	0.9	1.1

Source: Statistics Canada, Catalogues 71-001, 71-220 and 71-529, and the Labour Force Survey

Table 6.13

Maternity absences from work, 1980-1991

	Total ended maternity absences	Ended maternity absences as a % of employed women aged 15-44	% of ended maternity absences compensated
1980	87,000	2.7	76.6
1981	110,000	3.2	80.7
1982	113,000	3.4	84.8
1983	116,000	3.4	87.1
1984	118,000	3.3	88.5
1985	142,000	3.9	90.7
1986	137,000	3.6	92.0
1987	153,000	3.9	92.2
1988	117,000	2.9	85.7
1989	164,000	3.9	90.2
1990	163,000	3.8	86.6
1991	164,000	3.9	89.0

Source: Statistics Canada, the Absence from Work Survey.

Table 6.14

Percentage of ended maternity absences compensated, by type of compensation, 1980-1991

	Unemployment Insurance only	Unemployment Insurance plus other	Total Unemployment Insurance ¹	Other only	Total
			%		
1980	81.3	6.7	88.0	12.0	100.0
1981	82.3	7.9	90.1	9.9	100.0
1982	76.2	11.3	87.5	12.4	100.0
1983	77.2	11.9	89.1	10.9	100.0
1984	80.4	13.6	94.0	6.0	100.0
1985	76.1	14.3	90.4	9.6	100.0
1986	78.4	12.6	91.0	8.9	100.0
1987	78.5	13.2	91.7	8.3	100.0
1988	76.7	14.2	91.0	9.0	100.0
1989	78.2	15.4	93.6	6.4	100.0
1990	78.6	15.0	93.7	6.3	100.0
1991	76.9	17.0	93.9	6.1	100.0

¹ Includes maternity absences compensated solely by Unemployment Insurance, and those compensated by both Unemployment Insurance and an additional source.

Source: Statistics Canada, the Absence from Work Survey.

UNION MEMBERSHIP

A growing proportion of employed women are members of a union. In fact, women have accounted for most of the growth in union membership in Canada since the early 1980s, although they are still less likely than men to be members of a union. As well, there are differences in the unionization rates of women depending on their job status and industry.

Women in unions

There was considerable growth in the number of women in unions in the 1980s. By 1991, there were almost 1.6 million female union members, up 34% from 1983. In contrast, the number of male labour union members rose only 4% in the same period. Indeed, women accounted for 81% of all the growth in total union membership in Canada between 1983 and 1991. As a result, women represented 41% of all union membership in 1991, up from 35% in 1983. (Table 7.1)

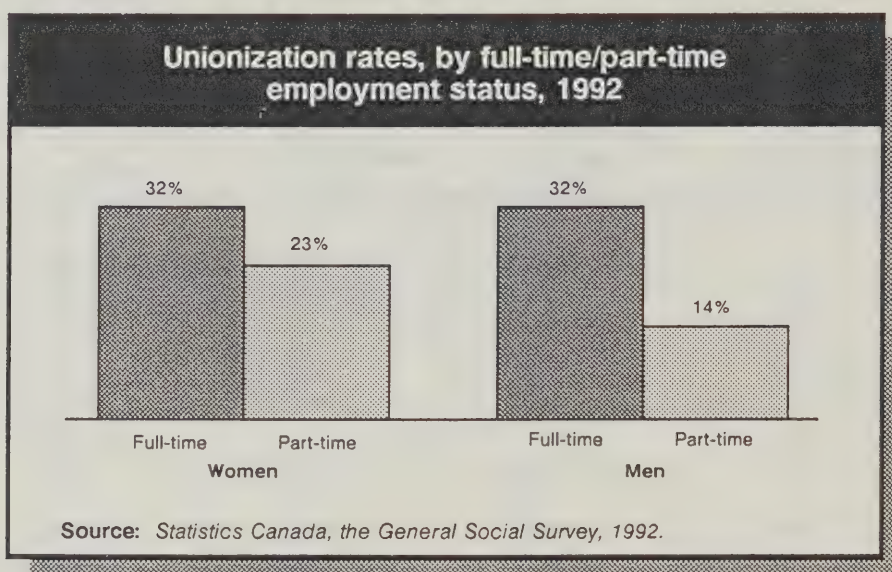
Between 1983 and 1991, the proportion of employed female paid workers who were unionized rose from 29% to 31%. In contrast, the unionization rate of men declined from 40% to 39% in the same period.

Despite these shifts, employed female paid workers are still less likely than their male counterparts to belong to a union. In 1991, 31% of all female paid workers were unionized, compared with 39% of employed men.

Full-time/part-time workers in unions

Women employed full-time are more likely than those that work part-time to be unionized. In 1992, 32% of women employed full-time were union members, compared with 23% of those working part-time. (Chart 7.1)

Chart 7.1



Part of the growth in total union membership of women reflects the fact that so many more women are part of the paid work force. At the same time, however, the percentage of employed female paid workers belonging to a union has also increased.

Women employed part-time, however, are more likely than male part-timers to be unionized. In 1992, 23% of women employed part-time were union members, versus 14% of their male counterparts. In contrast, there was no difference in the unionization rates of women and men employed full-time.

Unionization by industry

There is considerable variation in the unionization rate of women in different industries. In 1991, 77% of women employed in public administration, 72% of those in education, and 64% of those in communications were members of a union, as were 52% of those in health and other social services, 41% in transportation, and 39% in other utilities. In contrast, only 23% of women employed in manufacturing, 15% of those in primary industries other

than agriculture, 10% of those in both construction and trade, 7% in services other than education, health, or social services, 5% of those in finance, and just 2% of those employed in agriculture were unionized. (Chart 7.2)

Women are also less likely than men to be unionized in most industries. Indeed, health and social services was the only category in which employed female paid workers were more likely than their male counterparts to be unionized.

Chart 7.2

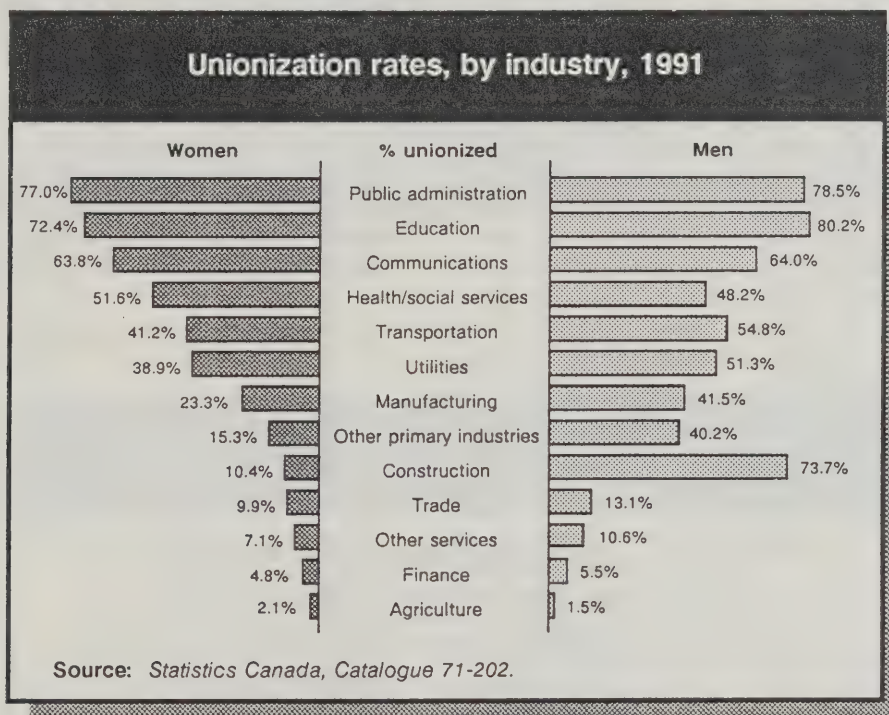


Table 7.1

Unionized workers, 1983-1991

	Women		Men		Women as % of total union members ¹
	000s	% of paid workers unionized	000s	% of paid workers unionized	
1983	1,175	28.5	2,160	39.9	35.2
1984	1,210	28.4	2,169	39.7	35.8
1985	1,253	28.2	2,181	38.7	36.4
1986	1,301	28.4	2,250	39.0	36.6
1987	1,353	28.1	2,261	38.0	37.4
1988	1,406	28.3	2,311	38.1	37.8
1989	1,511	29.4	2,314	38.0	39.5
1990	1,552	30.3	2,288	38.6	40.4
1991	1,575	30.8	2,254	38.8	41.1

¹ Excludes pensioners, unemployed and members living in the Territories.

Source: Statistics Canada, Catalogue 71-202.

WORK AND HEALTH

An issue of concern to many employed Canadians is exposure to workplace health hazards. In fact, the majority of women currently active in the paid work force believe they are exposed to some form of health hazard at work. Women, however, are less likely than men to report exposure to health hazards on the job; they are also less likely than men to report negative health impacts due to this exposure.¹

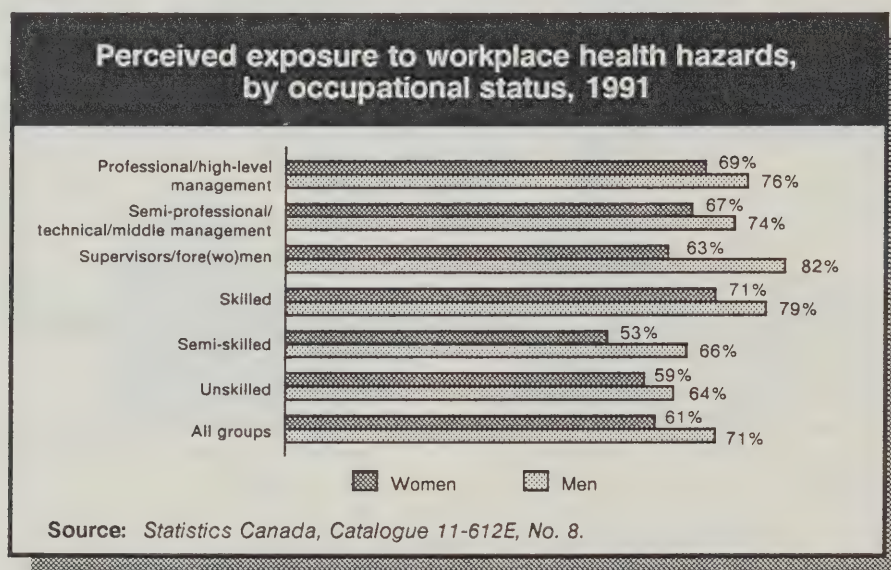
Perceived exposure to workplace health hazards

The majority of women employed outside the home believe they are exposed to some sort of health hazard at work. In 1991, 61% of employed women believed they had been exposed to a health hazard in the previous year. This figure, however, was lower than that of comparable men, 71% of whom reported exposure to workplace health hazards. (Chart 8.1)

addition, 12% said poor interpersonal relations on the job was a problem. (Chart 8.2)

The proportion of employed women who believe they are exposed to most of these hazards, however, is smaller than that for men. For example, exposure to loud noise in the workplace was reported only a third as often by women as by men, 13% versus 36%. Similarly, exposure to dust or fibres was reported by 24% of women, compared with 41% of men, while exposure to dangerous chemicals was reported by 10% of women, as opposed to 25% of men. In contrast, women were more likely than men to report proximity to computer equipment as a problem, 36% versus 27%, while there was almost no difference in the percentages of women and men reporting excessive demands on the job or poor interpersonal relations as work-related health problems.

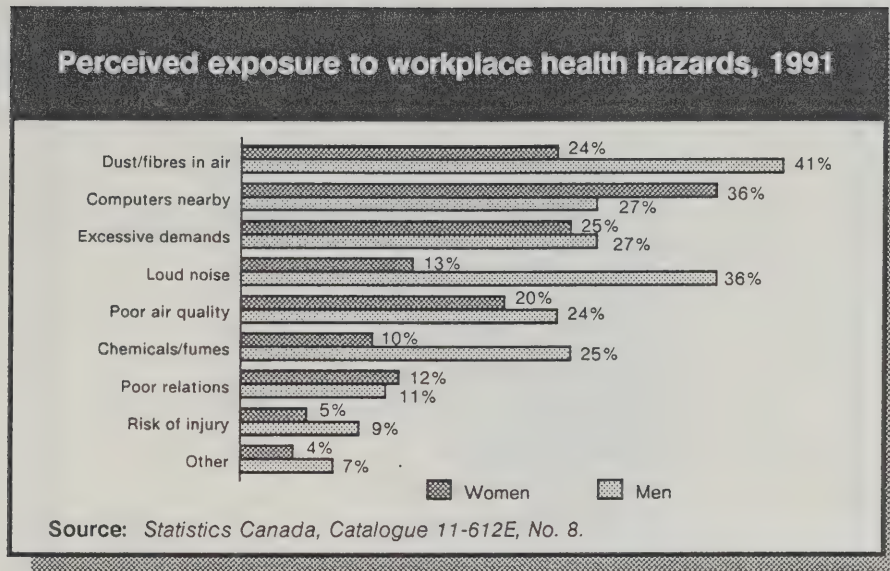
Chart 8.1



The most common perceived risk reported by women is working in proximity to a computer screen or terminal. In 1991, 36% of employed women reported this problem. At the same time, 25% of employed women reported excessive worry or stress as a result of the demands of the job, 24% reported exposure to dust or fibres in the air, and 20% cited poor air quality. Another 13% reported exposure to loud noise, 10% cited exposure to chemicals or fumes, and 5% said they were at risk of injury. In

In general, women employed in professional, semi-professional, supervisory and skilled positions are more likely to report perceived exposure to workplace hazards than women in other occupational groups. For example, in 1991, 69% of professionals and high-level managers and 67% of semi-professionals, technicians, and middle managers reported some type of exposure, compared with 59% of unskilled workers and 53% of semi-skilled workers. (Chart 8.1)

Chart 8.2



Health impact of perceived exposure to workplace hazards

Over a quarter of employed women believe that exposure to workplace hazards has negatively affected their health. In 1991, 28% of women reported adverse health effects due to such exposure. However, this was less than the 34% of men who reported negative health effects. (Chart 8.3)

There is considerable variation, though, in the likelihood of women employed in different occupational categories to report negative health impacts. In 1991, the proportion of employed women reporting

health problems as a result of perceived workplace hazards ranged from 35% of those in semi-professional positions to 23% of both supervisors and semi-skilled workers.

Women employed in semi-professional positions were also marginally more likely than their male colleagues to associate health risks at work with damage to their health. In contrast, women employed as supervisors or forewomen or skilled or semi-skilled labourers were much less likely than men in comparable occupations to report negative health effects due to perceived workplace exposure to health hazards.

Chart 8.3

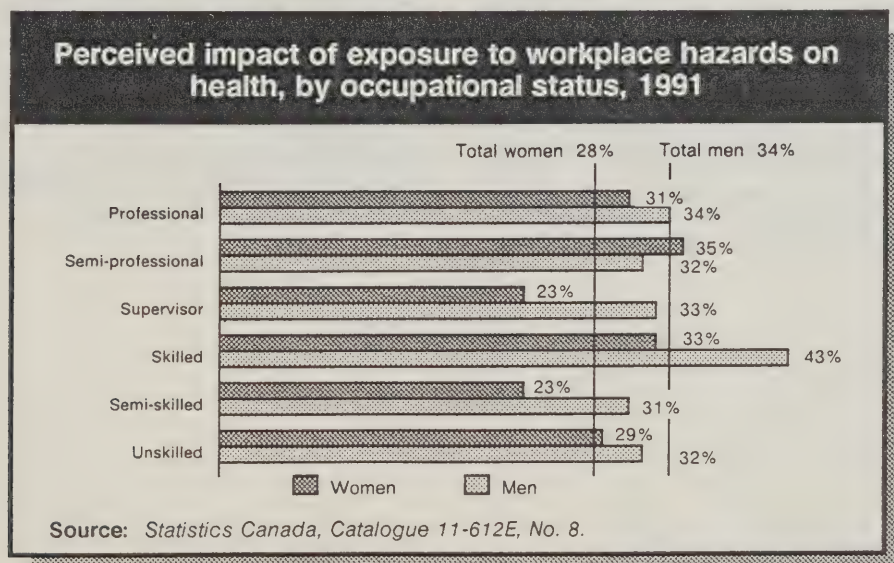
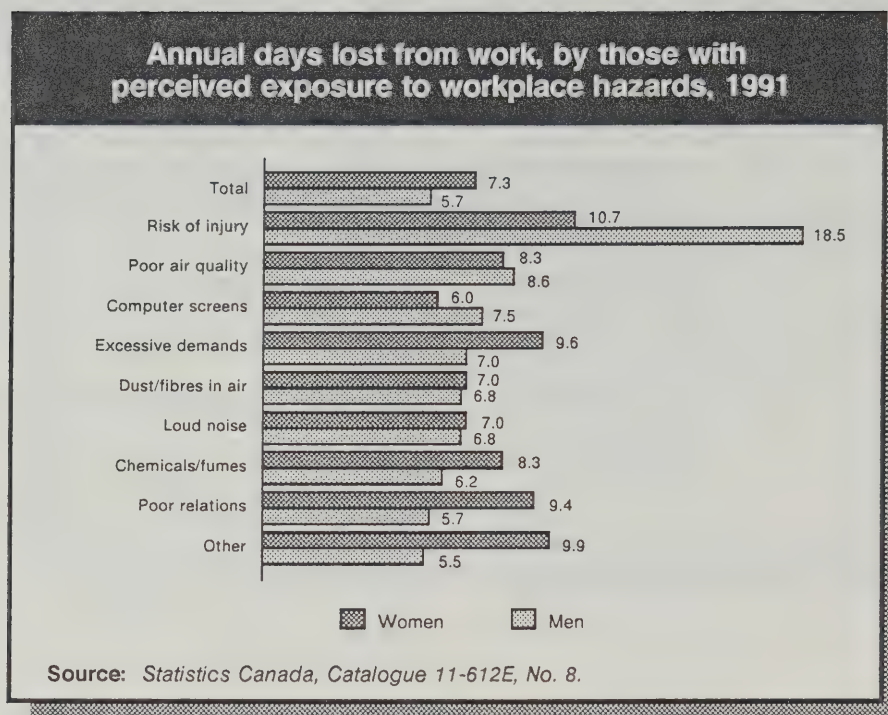


Chart 8.4



Days lost from work

Women are generally more likely than men to miss work for health reasons. In 1991, employed women reported that they were off the job for health reasons an estimated average of 7.3 days a year, more than a day and a half more than men. (Chart 8.4)

Women concerned about the risk of accident or injury were the most likely to lose time from work for health reasons. In 1991, these women missed 10.7 days per year on average, compared with 9.6 days on average for women concerned about excessive job demands, 9.4 days for those reporting poor interpersonal relations, 8.3 days for those exposed to either poor air quality or dangerous chemicals or fumes, and 7.0 days for those reporting either dust or fibres in the air or exposure to loud noise.

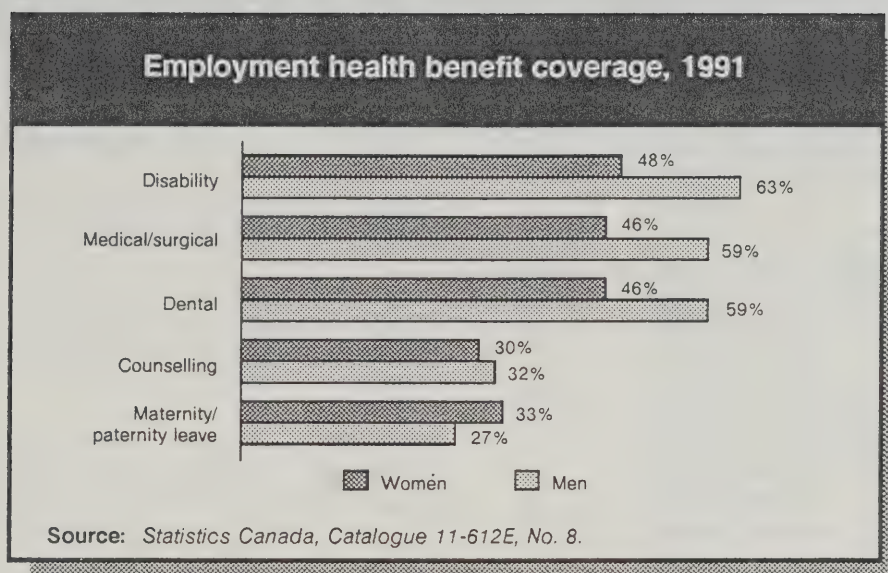
Women concerned about the risk of accident or injury, however, missed only about half as much time

for health reasons as comparable men. Women reporting either poor air quality or exposure to computer screens as perceived health risks also missed less work time for health reasons than men. In contrast, women exposed to all other types of hazards tended to miss work more often than men reporting the same problem.

Employment health benefits

Some women in the paid work force receive employment health benefits over and above those provided by the federal and provincial governments. In 1991, 48% of employed women had disability insurance, while 46% were covered for each of extra medical/surgical services and for dental care. At the same time, 33% were eligible for paid maternity/paternity leave as an employment benefit and 30% were entitled to counselling services for personal problems. (Chart 8.5)

Chart 8.5



However, with the exception of maternity/paternity leave, women are less likely than men to receive these benefits. In 1991, 48% of female paid workers aged 15 and over had disability insurance coverage, compared with 63% of employed men. At the same time, 46% of women in the paid work force, versus 59% of men, had either medical/surgical or dental insurance. Women were also slightly less likely than men, 30% versus 32%, to be entitled to counselling services. On the other hand, 33% of women had access to additional maternity/paternity benefits, compared with 27% of men.

Better coverage in more skilled occupations

Women working in high status occupations such as professional and management positions are considerably more likely than those in semi-skilled or unskilled jobs to be entitled to health benefits at work. For example, 73% of women in professional or senior management positions were entitled to each of disability insurance and medical and dental benefits in 1991, whereas the figures were just over

30% for semi-skilled workers. Similarly, 55% of management or professional women had access to counselling services, compared with 20% of unskilled workers and only 17% of semi-skilled workers. In addition, 50% of women in the professional/management category were entitled to paid maternity leave, versus 26% of unskilled workers and 21% of semi-skilled workers. (Table 8.1)

In general, proportionately fewer women than men had access to disability insurance and medical and dental benefits in almost all occupational categories in 1991. In contrast, women were more likely than men to have access to maternity/paternity leave in most occupational categories that year, while female supervisors and those in semi-professional/technical/middle-management positions were more likely than their male counterparts to have access to counselling services.

¹ The data in this section are from the 1991 General Social Survey. For more information on this topic see Chapter 6, *Health status of Canadians*, Statistics Canada, Catalogue 11-612E, No. 8.

Table 8.1

Percentage covered by employment health benefits, by type of benefit and occupational status, 1991

	Disability insurance	Medical benefits	Dental benefits	Counselling services	Maternity/paternity leave
	%				
Women:					
Professional/high-level management	73	73	73	55	50
Semi-professional/technical/middle management	66	60	64	47	50
Supervisors	73	71	71	49	39
Skilled workers	53	49	46	27	35
Semi-skilled workers	31	32	31	17	21
Unskilled workers	41	37	37	20	26
Total	48	46	46	30	33
Men:					
Professional/high-level management	86	81	82	61	49
Semi-professional/technical/middle management	71	68	68	40	38
Supervisors	84	71	77	39	34
Skilled workers	68	68	68	36	23
Semi-skilled workers	56	50	48	24	22
Unskilled workers	51	44	44	21	18
Total	63	59	59	32	27

Source: Statistics Canada, Catalogue 11-612E, No.8.

APPENDIX: MILESTONES FOR WOMEN SINCE 1955

Legislative milestones

- 1955 • Removal of restrictions on the employment of married women in the federal Public Service.
- 1956 • Federal *Female Employee Equal Pay Act* establishes the principle of equal pay for equal work.
- 1971 • *Canada Labour Code* is amended establishing the right of women to maternity leave and to equal pay for work of equal value.
 - The *Unemployment Insurance Act* is modified to provide maternity benefits for a period of 15 weeks.
- 1978 • The *Canadian Human Rights Act* comes into force prohibiting discrimination on a number of grounds including sex.
- 1981 • Quebec becomes the first jurisdiction to implement legislation for the protective reassignment of pregnant or nursing workers which requires the employer to reassign the employee to other duties if working conditions are hazardous to the mother, fetus or nursing child.
- 1985 • The *Canadian Labour Code* is amended to provide for 24 weeks of child care leave and to require employers to ensure that the workplace is free from sexual harassment.
 - Section 15 of the *Canadian Charter of Rights and Freedoms* comes into force establishing equal rights for all Canadians and barring discrimination on various grounds including sex.
- 1986 • The federal *Employment Equity Act* comes into force requiring federal Crown corporations and federally regulated companies with 100 or more employees to take measures to eliminate systemic discrimination on the basis of sex, race and disability.
- 1989 • With the exception of submarine duty, all restrictions are removed on the employment of women in the Canadian armed forces.

- 1990 • The *Unemployment Insurance Act* is amended to provide 10 weeks of parental benefits.
- 1993 • The *Canada Labour Code* is amended to provide maternity-related reassignment and leave which would require employers to make every reasonable attempt to modify the job or reassign a pregnant or nursing employee if her physician deemed it necessary for health reasons; unpaid leave of absence is granted if reassignment is impractical or if the woman is unable to work.
 - Saskatchewan becomes the first jurisdiction to address the problem of workplace violence by amending its *Occupational Health and Safety Act* to require employers to implement a policy to deal with potentially violent situations in the workplace.
 - Ontario becomes the first province in Canada to enact Employment Equity legislation. The legislation requires public-sector employers with 10 or more workers and private sector employers with 50 or more employees to create a plan for the hiring and promotion of women, visible minorities, native peoples and people with disabilities. As of May 1994 this legislation had yet to be proclaimed.

Occupational milestones¹

- 1957 • Ellen Fairclough is the first woman federal Cabinet Minister.
- 1958 • Margaret Meagher is appointed as Canada's Ambassador to Israel and becomes the first Canadian woman to hold an ambassadorial post.
- 1963 • Dr. Marguerite Ritchie is the first Canadian woman to be appointed as Queen's Council.
- 1966 • Jean Sutherland Boggs becomes the world's first woman to head a national art gallery, when she is appointed Director of the National Gallery of Canada in Ottawa.

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| <p>1970</p> <ul style="list-style-type: none"> • Thérèse Casgrain, the woman who was instrumental in winning the vote for women in Québec, becomes the first francophone woman appointed to the Senate of Canada. • Barbara Hughes is elected to the executive of the law society in Nova Scotia, becoming the first woman in Canada to become an executive member of a provincial law society. <p>1971</p> <ul style="list-style-type: none"> • Pauline McGibbon becomes the first woman Chancellor of a Canadian university when she is appointed Chancellor of the University of Toronto. <p>1972</p> <ul style="list-style-type: none"> • Muriel Fergusson is appointed first woman Speaker of the Senate of Canada. • Rosemary Brown is elected to the legislature in British Columbia becoming the first Black woman to be elected to a provincial legislature in Canada. • Monique Bégin becomes the first female francophone in the House of Commons. <p>1973</p> <ul style="list-style-type: none"> • Pauline Jewett is appointed President of Simon Fraser University in British Columbia becoming the first woman to head a co-educational university in Canada. • Working for Transair, Rosella Bjornson becomes the first female jet pilot in North America. <p>1975</p> <ul style="list-style-type: none"> • Gertrude Lane is the first woman to be appointed Chair of the Canada Council. • Sylvia Ostry is appointed Deputy Minister of Consumer and Corporate Affairs becoming the first woman to hold the position of Deputy Minister in the federal government. • Grace Hartman is elected president of the Canadian Union of Public Employees, becoming the first woman to head a major union in Canada. • Rosemary Brown becomes the first woman candidate and the first Black candidate for the leadership of a major Canadian political party when she entered the NDP leadership race against Ed Broadbent. | <p>1977</p> <ul style="list-style-type: none"> • Marion Iron Quill Meadmore becomes the first Aboriginal woman admitted to the bar in Canada (Bar of Manitoba). <p>1978</p> <ul style="list-style-type: none"> • Nadine Hunt of Saskatchewan is the first woman to be elected president of a provincial Federation of Labour. <p>1980</p> <ul style="list-style-type: none"> • Jeanne Sauvé becomes the first female Speaker of the House of Commons. • Alexa McDonough is elected leader of the New Democratic Party of Nova Scotia, becoming the first woman leader of a provincial political party in Canada. <p>1981</p> <ul style="list-style-type: none"> • Judy Erola becomes the first woman Minister Responsible for the Status of Women in the House of Commons. <p>1982</p> <ul style="list-style-type: none"> • Madame Justice Bertha Wilson is the first woman appointed to the Supreme Court of Canada. <p>1984</p> <ul style="list-style-type: none"> • Betty Hughes is the first woman to head a Crown Corporation in Canada when she is appointed Chair of Canadian National. • Jeanne Sauvé is installed as the first female Governor General of Canada. • Ann Cools is the first Black person in Canada appointed to the Senate. • Daurene Lewis becomes the first Black woman to be elected mayor when she won 80% of the vote in the town of Annapolis Royal, Nova Scotia. <p>1986</p> <ul style="list-style-type: none"> • Shirley Carr is elected the first female President of the Canadian Labour Congress. • Claire L'Heureux-Dubé is the first francophone woman appointed to the Supreme Court of Canada. <p>1987</p> <ul style="list-style-type: none"> • Guylaine Bernier becomes the first woman in Canada to become an international judge in the sport of rowing. • Geraldine Kenney-Wallace is the first woman to head the Science Council of Canada. <p>1988</p> <ul style="list-style-type: none"> • Sheila Hellstrom becomes the first woman Brigadier-General in the Canadian Armed Forces. |
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- The Honorable Diane Marleau becomes the first francophone woman elected to the House of Commons in a riding outside of Québec, representing the riding of Sudbury.
 - Maxine Tynes becomes the first Black woman to win the Milton Acorn Memorial People's Poet of Canada award.
- 1989
- Audrey McLaughlin, as leader of the New Democratic Party becomes the first woman to head a federal political party in Canada.
 - Helen Sinclair is the first woman to become President of the Canadian Bankers' Association.
- 1990
- Donna Loban becomes the first female Vice President of the Canadian Broadcasting Corporation.
 - Glenda Simms is the first Black woman appointed President of the Canadian Advisory Council on the Status of Women.
 - Carol Anne Letheren becomes the first female president of the Canadian Olympic Association.
 - Evelyn Lau becomes the first person to have her work short-listed for the Governor General's Award for Poetry while at the young age of twenty-one.
- 1991
- Terry Vyse becomes the first Aboriginal woman judge in Canada when she is appointed to the Ontario Court, Provincial Division.
 - Louise Frechette is appointed Canada's first woman Ambassador to the United Nations.
 - Joanne Polack is the first woman general manager of a major football club, the Ottawa Roughriders.
 - Rita Johnson becomes the first female premier when she is installed as the Premier of British Columbia.
 - Dr. Carole Guzman becomes the first female President of the Canadian Medical Association.
- Nellie Cournoyea becomes Canada's first female territorial leader when she is elected Government Leader of the Northwest Territories.
- 1992
- Madame Justice Catherine Anne Fraser becomes Canada's first woman Chief Justice of a province (Alberta).
 - Paule Gauthier becomes the first woman president of the Canadian Bar Association.
 - Maryka Amatsu becomes the first Asian woman judge when she is appointed to the Bench in Ontario.
 - Manon Rhéaume is the first woman to play in a professional team sport when she began to play in the National Hockey League.
 - Dr. Roberta Bondar is the first woman in Canada to be a member of a space mission.
- 1993
- Catherine Callbeck is the first woman in Canada to be elected premier when she becomes the Premier of Prince Edward Island.
 - Sunera Thobani, a South Asian woman becomes the first woman of colour to head the national women's non-governmental organization, the National Action Committee on the Status of Women.
 - The Right Honourable Kim Campbell becomes Canada's first female Prime Minister.
 - Sheila Copps is appointed Canada's first woman Deputy Prime Minister.
 - The Honourable Ethel Blondin-Andrew becomes the first Aboriginal woman to hold a federal cabinet position. She is appointed Secretary of State for Training and Youth.
- 1994
- Jocelyne Bourgon becomes the first woman appointed clerk of the Privy Council of Canada.

¹ This is by no means an exhaustive list of occupational "firsts" for women in Canada since 1954. If you have additional information regarding women's occupational milestones please contact the Women's Bureau, Human Resources Development Canada at (819) 997-1551.

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Information and referrals were also received by: Action travail des femmes, Committee on Black History Month, Ontario Women's Directorate, and Disabled Women's Network Canada.

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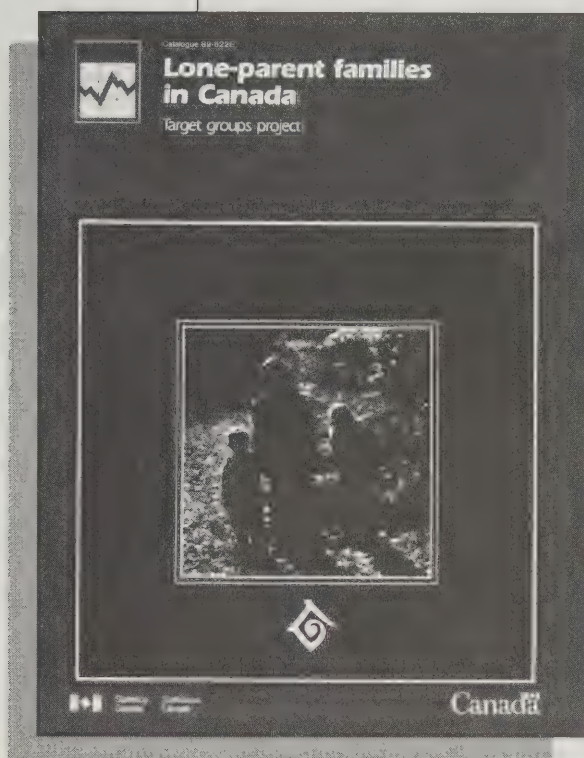
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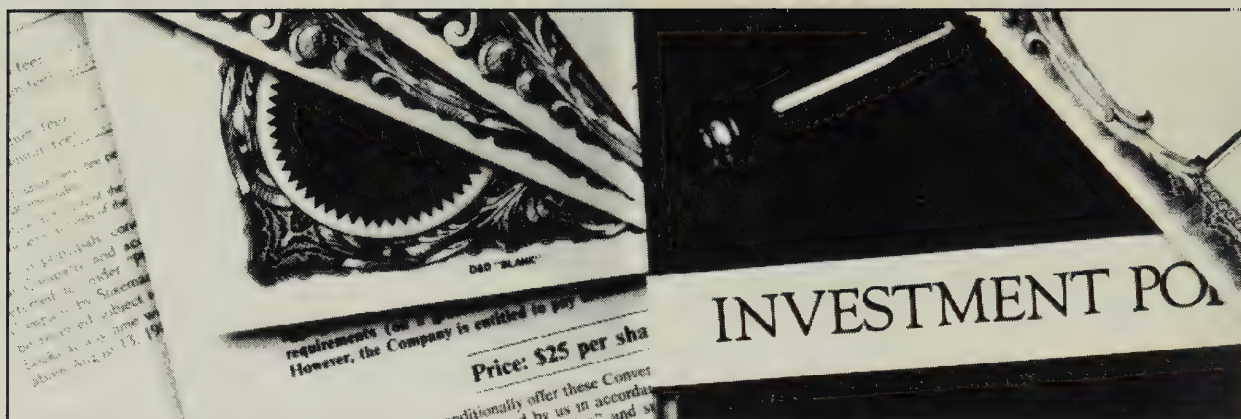
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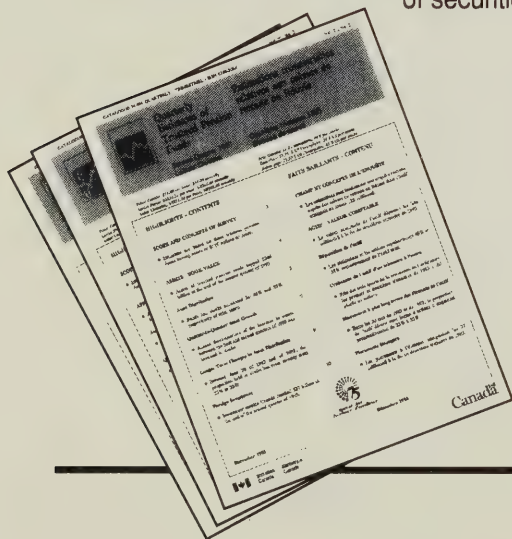
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